

BIRD'S NEPONSET REVIEW

VOLUME 22 - 1934

AXEL H. ANDERSON

Secretary - Treasurer

BIRD'S NEPONSET REVIEW

Vol. XXII

January 1934

No. 1

JOSEPH A. SHEEHAN IS NEW E. M. B. A. PRESIDENT

JOSEPH A. SHEEHAN, Assistant to the Plant Engineer, was elected the new President of the Bird & Son, inc. Employees' Mutual Benefit Association at its annual meeting held in the East Walpole Brigade Room, Tuesday, January 9th. Mr. Sheehan succeeds Herbert C. Jepson, who was president during the past year.

Mario A. Boragine, Boiler Room, was chosen Vice-President and all the other officers remain unchanged: John J. Linnehan continues as Treasurer, Albert W. Smith as Secretary, and the five members of the Investigating Committee are: Edward Geraghty, Lyman Small, Betheo Chandler, John Maitland and Frank Whitehead.

A Nominating Committee for 1934 was chosen as follows: Herbert A. Schaier, Main Office; Harry A. Dresser, Roofing Mill; and John J. Burke, Paper Mill.

Annual reports of all the officers were read, showing the organization to have had a busy year. A total of 223 members received benefit during the year. There were eight deaths and nine members received full six months' benefit for a single sickness. Total membership has increased from 1588 to 1671. At Christmas time 19 Christmas boxes were sent to needy families in the community.

The Phillipsdale branch reported the following election of officers for the coming year:

Executive Committee: T. G. Henderson, Fergus Christie and Henry Cameron.

Investigating Committee: Frank Reed, Chairman; Edouard Roy and Henry Gibb.

Nominating Committee: George Hawley, Chairman; Henry Cameron and Charles Cyranock.

It was voted to continue our corporate membership in the Norwood Hospital by contributing \$100.00 as we have done for several years. A vote of thanks was extended to the retiring officers, and also to Bird & Son for their financial assistance during the year. This year their contribution amounted to \$17,963.25.

The proposition of taking over the Bird Club assets was discussed at length and it was voted to give the Executive Committee the power to take over these assets in the name of the E. M. B. A., if the Bird Club should disband and offer them to the Benefit Association.

There was much more discussion and interest in the meeting than in some former years, and in spite of the fact that only a comparatively few members attended, the meeting did not adjourn until nearly ten o'clock.

DECEMBER BRINGS THREE LOST TIME ACCIDENTS

THREE lost-time accidents in December bring our total accidents for the year up to 31—four more than our total for last year.

On December 5th, Gabriel Kahanowskas, Solid Fibre Case Department, was helping adjust a press roll, standing on a guard to make adjustment. There was a mechanical defect in the electric controller, which caused the machine to start up unexpectedly. Kahanowskas lost his balance and fell onto the cylinder which was in motion and pulled his feet under the form. Three toes on his right foot were broken and his left foot was badly bruised. He will

be out of work for some time yet.

Norman Brookes of the Laboratory was working with dyes on December 14th, and attempted to lift a heavy tub unassisted. The result was a strained back which kept him from work 9 days.

On the morning of the last working day of the year, December 30, Frank Verderber noticed that the roll on the winder on No. 2 paper machine was slipping and attempted to fix the trouble with a wrench while the machine was in motion. The wrench was pulled into the machine by the roll, and Verderber did not let go. As a result his right hand was severely lacerated. This accident was entirely unnecessary, and was the man's own fault.

Since our last issue went to press, two more November accidents have come to light—both happened on November 14th.

Domenic Restaino of the Roofing Mill was cleaning out the asphalt pan with a shovel and strained his back. He left work the next day and is not back on the job yet.

The other accident happened to G. B. Cocke, Flooring Salesman, whose car skidded and turned over on an icy road near Roanoke, Virginia. He received a bad cut on his right forearm besides getting badly shaken up.



TELL YOUR CONGRESSMAN

AS Congress opens its annual session in Washington, all of us are particularly interested to see how the House and Senate will conduct their sessions this year. Will they still stand firmly back of the President and his policies, or will they begin the usual wrangling among themselves which will mean a session with little or no real business accomplished?

Our state and our towns will also be facing real problems again this winter—problems that hit home to every one of us, because we are the individuals who pay, through our taxes, for every cent of money spent by the town, the state or the nation.

Because we hold the “purse strings,” we as taxpayers have the right to help decide these matters. We can not all know our government officials personally, but we can always let them know what we think should be done on any important matter. The united opinion of a group, or the expression of opinion in a large number of personal letters, always has had and always will have a powerful influence on the decisions which any official makes. By petition, by votes taken within our local associations and organizations, and by direct individual letters, we can let those in authority know how we are thinking.

So, whenever any major problem faces our town, state or nation, give that problem careful consideration, and then in the light of your best judgment, write or communicate in some other way with the proper authority—town selectman, state or national Congressman—and let him know how you personally think the matter should be settled.

If you don't believe it will work wonders, just try it and see!

SUGGESTIONS

DECEMBER was a very good suggestion month, with nineteen suggestions accepted and four men receiving special awards for five suggestions accepted. Mario Boragine of the Boiler Room heads the list this month with two accepted suggestions and a special award—making a total of \$25.00 for valuable ideas.

The following suggestions were accepted in No. 2 Class, showing a savings in Manufacturing Cost and given an award of \$10.00 each:

New Type Connecting Rod and Box

Mario A. Boragine, ERB
Straight Edge for Miniature Boards Fred C. Coleman, EMW
Alignment Charts for Estimating Costs Ralph Watson, FX1

The following suggestions were accepted in Class No. 3, of intangible value, and awarded \$5.00 each.

Replace Single Solid Dumping Gear with Split Double Gear
Mario A. Boragine, ERB

Turning Down Stacker Rolls on FXRM10

Harry Clark, FXR

Curtain Covering Coating Air Pipes at DF

Patrick Costello, DFC

Improvements on Trim Guard on Machine FXR35

Amedeo DeFlaminis, FXR

Protect Fenders on Expando Trucks

Raymond Gusick, Chicago

Jack for FFR Broke Trailer

Carl Gustafson, FFM

Bracket for Water Column Pipes to Boiler's Drums

Michael Kelly, ERB

Change in Emulsion Labels

E. L. Lincoln, FBC

Steam Connection on Water Line to Dispersion Machine

E. L. Lincoln, FBC

Tool for Horn Reel Core

Louis P. Macchi, FBPM3

Extra Stairs to Stuff Box No. 5 Machine

Wm. J. Quinn, DMP

Water Jet in Body Jordan Pump

Dan Reardon, DMB

Parcel Post Scales in VS

Roy Smith, VS

Higher Guard for Weights at FXCM1

Patrick Sylvester, FXC

Metal Shield on Truck Carriage FXBM18

John Wilkes, FXB

Board to Improve Gluing on FXBM18

John Wilkes, FXB

The four men who received special awards for five accepted suggestions were Mario Boragine, Boiler Room; Harry Clark, Shoe Cartons; Michael Kelly, Boiler Room; and John Wilkes, Small Boxes.

About the time that this issue of the *Review* appears, there will be posted on the bulletin boards new Suggestion Plan notices. You will see that the New Product \$1000 prize has been incorporated as a permanent part of the suggestion plan, and that there are other minor changes in the announcement.

Throughout the past several years the quality of the suggestions has greatly improved and there have been many of high quality this last year. The Committee hopes there will be an even better showing in 1934.

IT'S THRIFT WEEK

ALL YEAR WITH US

NATIONAL Thrift Week is to be observed from January 17th to January 23rd—but we have a thrift program which lasts the year 'round in our Neponset Credit Union.

In the recent call for Christmas Club members there was a greater response than ever before. The Club has just been organized and there is still time for more to join. If you have not already signed up, we suggest that you observe National Thrift week by joining the Credit Union today.

Save for a definite purpose—Christmas, vacation, taxes—leave the money in your account until it is needed for that purpose, and you will be surprised to see how quickly and easily you can save large sums of money.

CARD OF THANKS

I wish to thank the members of Department FXG for the presents given to me at the time of my marriage.

Roy Cobb.

MAIN OFFICE AND SALES

Congratulations are extended to Bruce Farrar who became the father of a daughter on December 26. Mrs. Farrar was formerly Dorothy Smith of the Multigraph Department.

The girls from the Stenographic spent their Christmas Party by having dinner in Boston and attending the show at the Metropolitan Theatre afterwards, on the evening of December 18. On Friday, December 22, a luncheon was served in the department with Mr. Mellin at the head of the table. There was a lot of fun and everyone ate to their fill, saying "a good time was had by all."

Santa was real generous this year and left two Hope Chests in the Stenographic Department. We'll let you guess who got them!

We are all glad to have Ruth Milliken back with us again, even if she didn't come back "all there"—she left her appendix at the Norwood Hospital.

On December 7 John Robertson, Assistant to the Traffic Manager, celebrated his 25th anniversary with Bird & Son. He was given a surprise party by the Traffic and Purchasing Departments. We congratulate him and hope he will enjoy many more years with us.

Christmas Spirit has been evident in the Flooring Sales Department. Some of us blame John Puckey for that. To see him in his old chair for the last few days has done a lot to brighten things up but he tells us the Maine folks miss him so he will have to return there in January.

We welcome Olliver Dobson, Holmes Whitmore and Corey Snow who have joined the Sales Force.

MAIN MILL

Mr. Roberts spent Christmas in Pasadena, California, and Mr. Wilkins in Bangor, Maine.

Mr. Rouillard drove to New York for Christmas and came back in the blizzard. Some experience!

Phillipsdale, R. I., Mill

Our sympathy is with Rex Salisbury and his family in the recent death of his mother and also with Les Howard in the recent death of his father.

Herb Chamberlain has been making a few trips to Walpole recently always picking the worst days that he can. We don't understand why he picks these days unless it is to give the new Dodge a tryout.

The new Safety Committee for the first six months of 1934 has been appointed and consists of the following:

R. H. Salisbury, chairman, Adolph Adamonis, Apolonis Matonis, Joseph Queenan, Nathan Matthews, John Harrington, Arthur Trudell, Linwood Babbitt.

No. 1 Box Shop

Mr. and Mrs. John L. Locke are the proud parents of a new son, John Taylor Locke, born at the Norwood Hospital recently. Congratulations, John.

Samuel Franzes is the proud father of a baby girl born November 22nd.

Bruno Stravinski is the proud father of a baby girl born December 23rd.

ROOFING MILL AND OFFICE

We are all very sorry to hear of Ed Hiller's automobile accident and wish him a speedy recovery.

Ed Lincoln recently combined a spell of sickness with a week of vacationing.

We are still at a loss to know why Mr. Lincoln, Mr. Ross, and Mr. Emerson, all residents of the Bird Club, failed to attend that widely advertised Bird Club Party.

When a man comes strolling into work with a brand new shoe on one foot and an old shoe on the other he is either in love or fabulously rich. But after an intense investigation, neither of these two excuses fitted into the case of Jack White. It is rumored that the night before Jack took an inventory on the stock of stimulants which he uses when an emergency arises during any of his soccer games.

FLOORING MILL AND OFFICE

Walter Winchell Evans didn't get much dope on the Norwood Hospital, but he says he sure found out a lot about the Beau Brummels of Bird & Son. Charlie Hopper has become engaged to a member of the staff, and several other likely boys are to be seen in and about the vicinity of the Hospital.

Mrs. Joshua Armitage of Danvers on December 16th announced the engagement of her daughter, Frances Pauline to Charles Francis Hooper of Islington. Congratulations, Charlie.

Albert Haywood and his family spent the Christmas holidays in New York.

BOWLING

NO. 2 Box Shop is the Bowling Team which seems to be walking off with the honors so far this year. It leads the National League by nearly .200 per cent and it holds the High Team Single String record of 530 and the High Team Three String record of 1502.

Fred Duncan, Maintenance team, holds the High Individual Single String score of 131, and Ernest Koebe the High Individual Three String of 342. Guy Hoyt of the No. 2 Box Shop team leads the high averages with a record of 98-15.

Team standings and individual averages as of December 29th are listed below:

AMERICAN LEAGUE

	Won	Lost	Per Cent
Finishing Mill.....	20	4	.833
Cost Accounting.....	21	11	.656
Roofing Machines.....	16	12	.571
No. 1 Box Shop.....	10	14	.416
Paper Machines.....	3	25	.107
Boiler Room.....	1	27	.036

NATIONAL LEAGUE

No. 2 Box Shop.....	24	4	.856
Maintenance.....	22	10	.688
Shoe Cartons.....	16	12	.571
Machine Shop.....	13	11	.540
Rug Finishing.....	10	18	.357
Accounting.....	8	16	.332

The ten highest bowlers are:

Name	Team	Average
Guy Hoyt.....	FX2	98.15
James Dine.....	FX2	97.8
DiFlaminies.....	FXR	97.5
Clarence Bergstrom.....	DMP	96.1
Fred Duncan.....	EM	95.13
Harry Clark.....	FX2	94.20
W. F. Geary.....	DF	94.14
Frank Mazzocca.....	FBP	94.14
Albert Kimball.....	AC	94.6
John McMahon.....	FX2	93.13

ANDREW MANNIMON

IT is with regret that we record the death of one of our old-time workers in the Roofing Plant. On December 23rd, Andrew Mannimon of the Finishing Department died following a sudden attack of pneumonia.

He came to work at Bird & Son in July 1898, and had completed 35 years of continuous service this last summer. He has always worked in the Finishing Department at the Roofing Plant.

We extend our sympathy to his family.

PING PONG TOURNAMENT

DO you play Ping Pong? Here's your chance to show how good you are!

A Ping Pong Tournament is being arranged by a Committee consisting of Gordon Wilson, Flooring Plant; Frank Clem, Flooring Plant; Frank Reynolds, Roofing Plant; and Frank Vietze, Office.

Matches will probably start about the 15th of January and will be played at the homes of various men who own ping pong sets. Those who do not own ping pong outfits will not be restricted from joining the tournament, however. Dues will be 10c a month—the money being used for suitable prizes.

If you are interested in entering the tournament, sign up immediately with one of the Committee mentioned above.



VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during January:

			Years
Henri Davenport	1- 1-1898	Asst. Treasurer	35
Carl V. Smith	1- 1-1901	Paper Mill	33
F. W. Welch	1-16-1901	Box Shop	33
Joe Knaus	1-24-1902	Paper Mill	32
May Gardner	1-26-1902	Main Office	32
Robert Morse	1- 7-1907	No. 1 Box Shop	27
Daniel Reardon	1- 7-1907	Paper Mill	27
Dennis Lowney	1- 9-1907	Paper Mill	27
Michael Smith	1- 9-1907	Maintenance	27
B. D. Rogers	1-21-1907	Personnel Mgr.	27
Panfilio Lacivito	1-12-1912	Roofing Plant	22
H. E. Sawyer, Jr.	1-26-1914	Flooring Sales Mgr.	20
Austin D. Kilham	1- 1-1919	Roofing Sales	15
Tony Willota	1- 2-1919	Roofing Plant	15
Ira Post	1- 1-1924	Flooring Sales	10
Isabelle Faunce	1- 7-1924	Main Office	10
Anna Eklund	1-10-1924	Main Office	10
Oliver Turkington	1-14-1924	Flooring Sales	10
Angelo Auciello	1-16-1924	Paper Mill	10
Bruno Stravinsky	1-17-1924	Box Shop	10
Fulton McLean	1-18-1924	Flooring Plant	10
James Connolly	1-24-1924	Flooring Plant	10
Clyde Phipps	1-24-1924	Roofing Sales	10
Roy Mears	1-30-1924	Box Shop	10
Statia Markewicz	1-14-1929	Main Office	5
Federigo Federigki	1-28-1929	Roofing Plant	5
Tom Concannon	1-29-1929	Roofing Plant	5
Phillipsdale			
Rexford Salisbury	1- 6-1909		25
Joseph Fisher	1-23-1929		5
Chicago			
Edward L. Buffington	1-24-1929	Plant	5
Milton Crawford	1-28-1929	Plant	5
Rudolph Budz	1-29-1929	Plant	5
William Kennedy	1-31-1929	Plant	5
Canada			
E. Leduc	1- 8-1929	Montreal	5
E. Raspin	1-28-1929	Montreal	5
Miss J. Ellis	1-29-1929	Montreal	5
O. Marineau	1-29-1929	Montreal	5
D. Fyfe	1-15-1929	Hamilton, Ont.	5
C. Thibodeau	1-17-1929	Portneuf, Que.	5
C. Fournier	1-23-1929	Portneuf, Que.	5
J. Taylor	1-24-1929	Toronto, Ont.	5

SOCCER NOTES

by
John H. White

OUR Soccer team has suffered only one defeat in our last seven games.

With Beacon A. C. at Everett we won 9 to 2 in a Boston and District League game.

Andover F. C. tied 2 to 2 at Walpole in a State Cup game. In the re-play of this game at Andover we won 4 to 3.

We have played Riverside of Lynn twice recently—once in a Boston and District League game and once in a National Amateur Cup game. We won the first 4 to 0, and the second 2 to 0. Both games were played at East Walpole.

This same team failed to appear at East Walpole for a second round State Cup game, and the Soccer Committee awarded the game to us.

We lost to St. Michaels of Fall River at Fall River on January 7th, 6 to 1, in the third round of the National Amateur Cup games, and on a date not yet decided, we will meet the Quincy Point Boys Club at East Walpole in the third round of the State Cup.

Our last seven games have resulted in five wins, one tie, and one defeat. We have scored 22 goals against 13 by our opponents.



Things that a fellow thinks don't amount to a darn sometimes pile up a mountain of grief. Last night my wife was working a crossword puzzle and she looked up and said, "What's a female sheep?" And I said "ewe" and then the battle started.

Uncle and neice stood watching the young people dancing about them.

"I bet you never saw any dancing like this back in the nineties, eh, uncle?"

"Once—but the place was raided."

Mess Cook: "Did you say you wanted those eggs turned over?"

Hard Bitten Gob: "Yeah: to the Museum of Natural History."

CARD OF THANKS

To my Friends in all Divisions:

It seems cut and dried to try to thank you all in this manner, but after the deluge of kindnesses received during my "trip outside," this is the only medium through which I can thank you all.

And to the "Waxbacks" this is not enough, but let it pass for now.

Sincerely,

Lester Evans.

ACKNOWLEDGMENTS

Your kind expressions of sympathy during our recent bereavement were deeply appreciated.

Mrs. J. H. Maguire and family.

Thank you for your kind sympathy expressed in the beautiful flowers received.

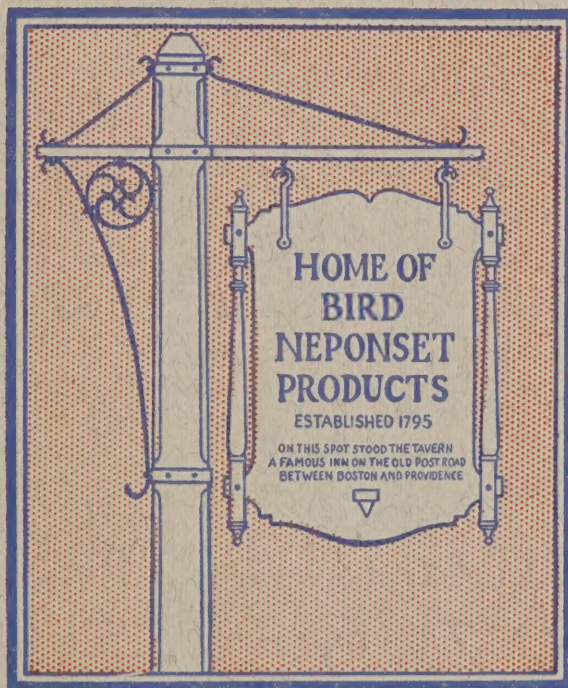
Mrs. Howard and family,
Phillipsdale.

Your kind expressions of sympathy were received and deeply appreciated.

Mrs. Hannah Mannimon and Family.
Mr. and Mrs. Raymond A. Hale.

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



VOL. XXII NO. 2

FEBRUARY 1934



Established 1795

BIRD & SON, inc.

East Walpole, Massachusetts, U. S. A.



Paper Mills
East Walpole, Mass.
Phillipsdale, R. I.

Box Factories
East Walpole, Mass.

Flooring Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.
Chicago, Ill.

Officers

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Vice-President, GEORGE R. WYMAN

Vice-President, ELMER H. BARTLETT
Sec. and Treas., AXEL H. ANDERSON

Directors

PHILIP R. ALLEN
AXEL H. ANDERSON
PHILIP H. BAILEY

ELMER H. BARTLETT
CHARLES S. BIRD, JR.
FREDERICK H. HIRD

GEORGE C. LEE
JOHN R. MACOMBER
GEORGE R. WYMAN

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Assistant Treasurer and Credits, D. E. MERRILL
Assistant Treasurer, H. E. DAVENPORT
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Purchasing and Traffic, A. H. RUSSELL
Assistant Purchasing and Traffic, M. J. HAWKINS
Personnel Manager, B. D. ROGERS
Director of Research, E. M. LINES

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Sales Manager Paper Division, F. H. HIRD
Assistant Sales Manager, W. E. HICKS
Sales Manager Roofing Division, P. H. BAILEY
Manager Eastern Division, W. E. HALE
Manager Southern Division, A. D. KILHAM
Manager Western Division, W. W. WILSON
Flooring Division (Bird & Son Sales Corp.)
Vice-President and Sales Manager, H. E. SAWYER, JR.
Manager Eastern Division, W. B. ROGERS, JR.
Manager Western Division, R. W. WESTCOTT
Sales Manager Box Division, C. H. ANDREWS
Sales Manager Carton Division, A. M. CLAFFEE

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Assistant to General Manufacturing Manager, P. N. HILLS
General Superintendent Paper, Box and Carton Divisions,
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Chief Chemist, E. L. CONNOLLY
Superintendent Paper Division, R. A. WILKINS
Superintendent Box Division, R. L. TUPPER
Superintendent Carton Division, W. S. JACKSON
Superintendent Felt Division, T. G. HENDERSON
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Assistant Superintendent, G. E. SMITH
Chief Chemist, M. R. BEASLEY
Superintendent Western Roofing Division, J. G. YOUNG
Assistant Superintendent, J. F. MATCHA
Chief Chemist, ERIC GACH

Branch Offices

New York, Chicago

Warehouses

EAST WALPOLE, MASS., NORWOOD, MASS., CHICAGO, ILL., BROCKTON, MASS., SOUTH KEARNY, N. J.

Flooring Warehouses

ALBANY, BALTIMORE, BOSTON, BROOKLYN, BUFFALO, CHICAGO, CINCINNATI, CLEVELAND, DALLAS, DETROIT, EAST
WALPOLE, GRAND RAPIDS, HARTFORD, HOUSTON, INDIANAPOLIS, KANSAS CITY, MILWAUKEE, NEWARK,
NEW ORLEANS, OMAHA, PEORIA, PHILADELPHIA, PITTSBURGH, RICHMOND, SAN FRANCISCO,
SAN ANTONIO, ST. LOUIS, ST. PAUL, SYRACUSE, WASHINGTON

BIRD'S NEPONSET REVIEW

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February 1934

No. 2

FIVE GRAND PRIZE WINNERS

President Allen Makes Suggestion Awards at a Special Meeting

A CHECK for \$100 for the Best Suggestion of 1933 was presented to Charles S. Mutch, No. 1 Box Shop, at a meeting of the Suggestion prize winners, held in President Allen's office on Tuesday morning, January 23rd.

This suggestion for an "Asbestos Blanket at the Hot Plate Section of the No. 2 Combiner" showed

ceived the award of \$25.00 for the Third Best Suggestion of the year. This was for a Metal Apron for the Miehle Press, to catch the dust which used to fall into the ink and spoil it for further use. An additional Special Award of \$20.00 was also made on this suggestion.

No. 1 Box Shop carried away most of the Sug-



Five men received Special Awards for Suggestions of unusual merit during 1933. They were presented with their checks by Mr. Allen in the presence of the Executive Committee on Tuesday, January 23rd. Left to right, B. D. Rogers, Chairman of Suggestion Committee; Richard Sprague, No. 1 Box Shop; Albert Hammond, No. 1 Box Shop; Mario Boragine, Boiler Room; Arsene Marchand, No. 2 Box Shop; Charles Mutch, No. 1 Box Shop; G. R. Wyman, P. R. Allen, A. H. Anderson and E. H. Bartlett

the way to eliminate a considerable waste of stock. Besides the check for \$100, Mr. Mutch received an additional Special Award of \$50.00.

\$50.00, for the Second Best Suggestion of the year, went to Mario A. Boragine, Boiler Room, for the idea, "Repair Sleeves for Stoker Plungers." This likewise made a real saving of money, and was considered worthy of a Special Award of \$25.00. But Mr. Boragine didn't stop at one suggestion this year. He put in another one, "New Type Connecting Rods," which turned out to be another money-saver, worth a Special Award of \$20.00.

Arsene Marchand, Shoe Carton Machines, re-

gestion honors this year. Besides the First Prize taken by Charles Mutch, two other Box Shop workers received special awards for money-saving ideas. Albert H. Hammond was awarded \$10.00 for his suggestion, "Use of Air to Clean Dies" and Richard G. Sprague \$10.00 for his idea "Cores for Use on .020 Body."

Although there were a number of suggestions submitted from Chicago and Phillipsdale this year, none of them quite won recognition for a Special Award. However, ideas of real worth are frequently coming in from both these plants, and we predict that some year soon there will be prize winners from both Chicago and Phillipsdale.

NEWEST SIDING COMBINES INSULATION AND BEAUTY

BUILDING PRODUCTS, LTD., our associated company in Montreal, have been successful in the introduction and sale of Insulated Bric Siding until now it is with their customers a standard product, apparently just as standard as Art-Bric Siding or Asphalt Shingles.

In Canada, a good deal of this type of siding

of Bird Shingles and Bird Insulating Board.

Charles P. Conger, our St. Louis Salesman, has had a very interesting experience with Insulated Bric Siding—one which illustrates the sales opportunities of this product. We take pleasure in letting him tell his story in his own words—



The residence of Mr. Adolph Robert, Manchester, N. H., after application of Bird Insulated Bric Siding. J. J. Moreau & Son of Manchester was our dealer who did this job. Compare this picture with the one on Page 3 and see the wonderful improvement.

has been used in the prosperous mining districts in northern Ontario. In rural Quebec a great deal has been sold to insulate and beautify small residences.

Insulated Bric Siding has just as much of a field in this country as in Canada, and with the refinements we have made in the product here, we expect that our salesmen will be able to promote its sale as successfully as Art Bric Siding.

The selling points are obvious:—economy, appearance and weather-resistance. Economy because of the elimination of periodic painting, and reduction of fuel costs because of the high insulating value of the material. Beauty of appearance because of the transformation of an ordinary wood-sided building to the far more attractive brick. And weather-resistance because into this product are built all the high qualities

A PRODUCT THAT APPEALS

by

Charles P. Conger

THERE are ideas back of Insulated Bric Siding which appeal strongly to the home owner and to the application company, if these service ideas are defined and accurately explained.

It is frequently forgotten that the home owner wants the most for his money, that is, utility and beauty combined to the highest degree. This is exactly what is offered by Insulated Bric Siding, with its qualities of insulation, waterproofness and beauty. It is decidedly more pleasing to the eye than the walls of many brick houses built a few years ago. There are no loose tabs or butts swinging away from the wall as an invitation to be examined and perhaps torn off.

From the standpoint of fire hazard, they are safer than are wooden shingles with their comparatively projecting butts.

We have an excellent application company in the city of St. Louis—The S. B. Miller Roof & Siding Company. At first they were not favorable to taking on the application of Insulated Bric Siding, stating in effect that "what the public wants today is a low-priced product" and their opinion was that all those who sell Sidings had created this wish for a low-priced product.

I explained to them that this price competition could be avoided by offering the home owner a product (Insulated Bric Siding) that has distinctive and visible ideas of *super service*. No one can, as I explained, be successful by basing his prospects of success only on securing business by underselling his competitors.

It was finally decided to make an effort and procure one job in St. Louis. The first or the second day The Miller Roof & Siding Company procured the first job of about twenty-one squares. Within a week, fifteen or twenty people had called to see how the product looked after application, and soon jobs were landed requiring about ninety squares. Within a couple of weeks a whole carload of 180 squares was shipped to St. Louis; the entire was sold, and the second car ordered. Every job has been satisfactory. Owners are highly pleased with the transformation that Insulated Bric has wrought.

There is a great field for this product and the real merchant can overcome price argument with quality facts—a rule which is demonstrated by the success of the Miller Roof & Siding Company.



KEEP BOTH HANDS ON THE WHEEL

IF a front tire on a medium-weight or heavy automobile blows out while the vehicle is traveling at 45 miles an hour, it is a physical impossibility for the average driver to keep the car on its proper course by holding the steering wheel *with one hand*.

What strange conceit—that, notwithstanding the danger, a man will take pride in his ability to strike a match and light his cigarette or cigar, without slowing down—to say nothing of less conventional uses for the good right arm! In striking a match, in using an electric dash-lighter, or in fumbling for the cigar or cigarette, one hand must be taken from the wheel.

Even good tires may blow out. Unsuspected cuts, caused by stones or glass on the roadway, may have weakened them, and under-inflation may have caused unseen rim cuts or bead cracks.

If the right-hand front tire blows out there is danger of being ditched and of striking pedestrians, posts and fences, parked cars, and vehicles being passed. If the left front tire suddenly fails, the same possibilities exist, plus the added danger of colliding with an oncoming car.

Steering gear improvements have been made to reduce arm fatigue; they should not be construed as invitations to reduce care in driving. Keep *both hands* on the wheel.



WITH THE SOCCER TEAM

by
John H. White

OUR Soccer team captured the Massachusetts and New Hampshire State Amateur Championship and then played St. Michaels of Fall River in that city, losing 5 to 1.

In the Massachusetts and New Hampshire State open championship, we played Quincy Point Boys Club at Walpole, 0 to 0.

The replay at Quincy found us on the wrong end of a 1-0 score. This was the round previous to the semi-final.

Sunday, January 28th, we travelled to Quincy to play the Quincy Carsons in a Boston and District league game, but as they failed to muster a team, Bird & Son took the game by default.

We have secured the services of Bergen Stalpestad of the Norwegian Ski and Soccer team.



The residence of Mr. Adolph Robert, 129 Ashland Street, Manchester, N. H., before Insulated Bric Siding was applied

In Mexico it isn't the term that expires; it's the man holding the office.

Customer—Are you quite sure this suit won't shrink if it gets wet on me?

Mr. Greenberg—Mine frendt, every fire company in the city has squirted vater on dot suit.

PLANT COUNCIL MEETINGS

MATTERS discussed at recent plant council meetings include everything from industrial codes to new smoking areas. Each Council has found some things of importance to discuss—and



A home in Ottawa, Canada, before an application of Bird Insulated Bric Siding

has also helped iron out minor troubles quickly and satisfactorily.

General business conditions were discussed in all councils, as well as business in the particular industries in which we are engaged.

At all meetings the codes were talked over. We have received the interpretations of the Asphalt Shingle and Roofing Code, and a considerable number of interpretations from the Paper Board Code Authority. These have all been sent to the council members and foremen of the plants concerned. Several of these interpretations were discussed in the Council meetings, and additional questions were brought up for other interpretations from the various code authorities.

The Set-Up Box Code has been approved and went into operation the first of the year. The Container Code has not been approved yet, and we are still working under the President's Re-employment agreement, with the substitution in hours which has already been posted. It is expected that sometime within the next month hearings will be held on this Code and that we will get an approval on it. The Felt and Wall Board codes also have not yet been approved.

The matter of bus transportation on the Eastern Massachusetts Railway system was taken up at two or three of the meetings, and by discussing the matter with the transportation company, our Traffic Department was able to secure a change in bus schedules to meet the requests of the council. That is, the bus that ordinarily leaves East Walpole at 10:50 P. M. is now leaving at 11:05 P. M., to accommodate those on the three to eleven shift. Also the early Sunday morning bus from Norwood to East Walpole now leaves Guild Street at quarter of seven in the morning in order that our firemen and watchmen may use it and arrive at the mill on time, rather than have to walk as they did previously.

The Box Plant Council—Cleaning and steaming off of combiners was straightened out. The wage adjustment on No. 11 Machine was satisfactorily settled. The change in the shift hours in the Solid Fibre Department was brought up but because of the short time the matter was postponed. The question of lunch hours was also brought up. This is under investigation at the present time. The advisability of a smoking room near No. 1 Box Shop was brought up and a committee was appointed to investigate and report on this.

At the Flooring Plant Council the question of heating in the shipping department was discussed and various heating units are going to be tried out to try and overcome some of the difficulties we had during the very cold weather.



The same home after Bird Insulated Bric Siding had been applied

Also the question of additional water coolers was brought up and this is to be investigated further. The matter of men using elevators at Shipping and Undercoat departments who were not authorized to do so was brought up. This condition is to be corrected.

At the Roofing Plant Council the advisability of building a new locker and wash room for the shipping department was suggested. It was the opinion of the council that larger and better facilities should be arranged and a committee was appointed to investigate and make recommendations.

Paper Codes Discussed

At the Paper Mill Council a large part of the meeting was devoted to discussing codes and interpretations. Under the code the power plant employees, including engineers and firemen are not considered tour workers. It was the unanimous opinion of the council, however, that this section of the code should apply to power plant employees and that they be included as tour workers under Section 3, Article IV, the same as the regular tour men in the mill. This recommendation has been forwarded to the Paper Board Code Authority.

At the Phillipsdale Council the working conditions in the machine shop were discussed and the possibility of preventing water leaking down through from the screen overhead is to be looked into. Also a committee was appointed to investigate the condition and location of a toilet in the shipping room. A complaint from a sorting room employee was brought up, but it was the unanimous opinion of the committee that the man had been treated fairly and that anything further regarding the matter should be referred to the management.

QUESTIONS AND ANSWERS

1. Where are the Phillipsdale and Chicago pay-rolls made up?
2. What famous Judge wrote our Mutual Benefit Association By-Laws?
3. How many new Benefit members joined in January?

Answers to these questions will be found on Page 6.

Optimistic

Teacher (in bookkeeping): "What is a debtor?"

Witty Student: "A man who owes money."

Teacher: "And what is a creditor?"

Witty Student: "A man who thinks he is going to get it back."—The Beacon.

Fair Warning

"Lay off that rice pudding," said the waiter to his most generous tipper. "There was a wedding next door yesterday."

REGULAR SUGGESTION AWARDS

AT the regular meeting of the Suggestion Committee on January 3rd, ten suggestions were accepted, all of them in the \$5.00 award class, listed as ideas of intangible value. Felix Counter, Flooring Plant received an additional \$10.00 for having had five suggestions accepted. The list of accepted suggestions is as follows:

Guard on Opening Side of Press on FXFM14

Henry Cocchi, FXF

Alteration When Running Floor Covering Tubes

Felix Counter, FFR

Ground Winch Controller Button Housing and Conduit System

Clinton F. Hanscom, FFP

Rack for Cores Outside FFP M1

Gerald Hart, FFN

Step on FXRM34 Combiner

Allan R. Legge, FXR

Treat Impeller Blades on Weiner Refiners with Stellite

Robert McLaughlan, EMW

Teletype Machine

Ida Mitchell, Chicago

Code Words to Represent Size of Rug

Lillian Moe, Chicago

Copper Gasket for all Asphalt Pumps

James A. Surette, FBQ

Glass Cage over Light

Edgar C. Vatcher, DPB

HUMAN OXYGEN TANKS

SOME people we know seem to have the effect on us that oxygen has on mountain climbers. We are depressed, uninterested, almost bored. Tiredness has conquered us. Then we meet one of those inspiring persons. We are lifted up. Strength flows back into us. All sense of tiredness departs. Our minds begin to function actively. Suddenly, by the magic of another's personality, we are transformed. That is the sort of leadership for which all of us are hungry. We follow gladly because our spirits are fed. We have life more abundant. Blessed be such friends!—Net Results.



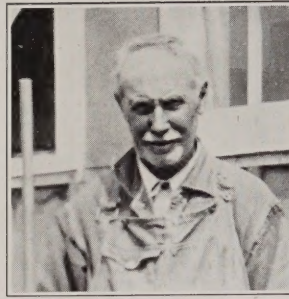
Our mill yard is soon to have a new set of scales for weighing the trucks which bring in our paper stock. This was taken as the cement foundations were being laid.

Bough—"My wife came from a very large family. Did yours?"

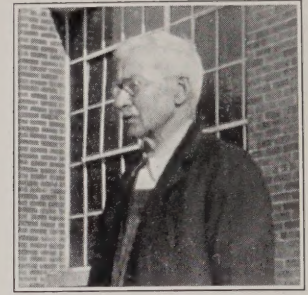
Zough—"No. She brought it with her."



James Hadden



Elmer Jordan



Martin Lambine

SIX OLD TIMERS RETIRE

WITHIN the past month six of our old timers have been retired. All of them have given many years of fine service to the company, and now that they have reached the normal retirement age of 70 or more, it is a fine thing that they can be relieved of the long hours and the responsibilities of regular work. They have worked faithfully and well deserve the chance to "take life easy."

James Hadden, Carpenter, is the oldest of the group—78 years "young." He has been with Bird & Son since July 1st, 1903, working most of the time in the Machine Shop, until transferred to the Millwright department in 1927.

Elmer Jordan, 75 years old, has worked in various departments of the Roofing Mill since 1909. He started in on the Roofing Machines, worked for a while in the Shipping Departments, and then was transferred back to the Machines again.

Martin Lambine has been one of our oldest and most skilled diemakers. He has been on the die-making job ever since he started with Bird & Son in 1910. He retires at the age of 73.

Dennis Lowney, also 73 years old, is a beaterman with 26 years of experience at our East Walpole paper mills.

Michael Mohan, Roofing Mill, began work with us in 1907, the same year as Dennis Lowney. He, too retires at the age of 73, and has spent his years with us in the Finishing Department of the Roofing Mill.

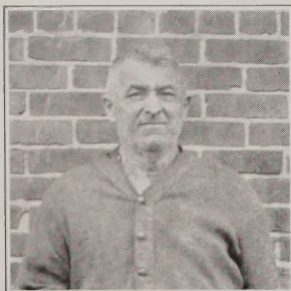
The man with the oldest service record is John M. (Professor) Smith, who completed fifty-four years with Bird & Son in April last year. He worked as beaterman all his life, until he was transferred to the position of elevator operator at the new Maintenance building in 1927. He retires at the age of 74.

To these men we extend congratulations on their long records and deep appreciation of the many years of fine service they have given the company. We hope that they will be frequent visitors at the plant and will continue to keep up all their associations with us. We also hope that in their retirement they will find time to do those things which they have wanted to do but have never found the time to do, and that these may prove to be the happiest years of their lives.

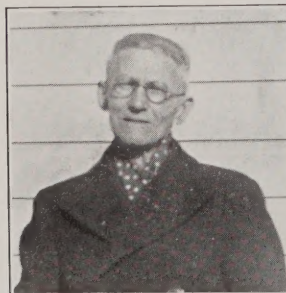


Answers To Questions On Page 5

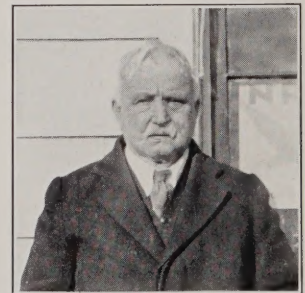
1. The Mill Payrolls in both cases are made up at the local offices—Chicago and Phillipsdale, but all salary checks, or checks written semi-monthly, are written at the East Walpole office.
2. Justice Louis D. Brandeis helped draw these up.
3. Forty-four new members joined.



Dennis Lowney



Michael Mohan



John M. Smith

PING PONG

IT didn't take long for that Ping-Pong Tournament to get started, and the way it looks now, it may be finished entirely before this issue of the *Review* gets off the press. Seven players are still in the tournament, out of forty who entered.

James Maguire, Box Sales, and Milton Beasley, Roofing Laboratory are to play soon, and the winner of that match will play James Garner, Flooring Mill. The winner of this second match with Garner will then meet Charles Davenport, Rug Finishing Department, in the semi-finals.

Eli Chamberlain, Roofing Mill, and Gordon Wilson, Flooring Mill, will play this week, and the winner is to meet Frank Clem, Flooring Laboratory, in the semi-finals.

The complete list of players who signed up for this tournament is as follows:

Milton Beasley, Roofing Lab.	James Maguire, Box Sales
Leo Bernier, Flooring Office	Eino Manninen, Flooring Office
John Bradley, Flooring Lab.	Basil McAusland, Flooring Ship.
Eli Chamberlain, Roofing Supt.	Arthur Mellin, Stenographic Dep
Frank Clem, Flooring Lab.	Kaino Paajanen, Flooring Office
Edward Daley, Flooring Shipping	Stanley Phillips, Roofing Lab.
Charles Davenport, Rug Finishing	Charles Rafuse, Storeroom
Olliver Dobson, Flooring Sales	Carleton Rafuse, Flooring Mill
Warren Dyer, Flooring Shipping	Frank Reynolds, Roofing Lab.
Richard Emerson, Roofing Sales	Frank Ross, Roofing Laboratory
Bruce Farrar, Mail Room	Charles Seavey, Roofing Mill
James Garner, Flooring Plant	Corey Snow, Flooring Sales
Gordon Hall, Rug Finishing	Richard Stoddard, Roofing Ship.
Elton Hamilton, Flooring Mach.	Charles Sumner, Credit
Robert Harkness, Accounting	Maurice Tarr, No. 2 Box Shop
Harry Hey, Credit	Sydney Taylor, Flooring Tile
Charles Hooper, Flooring Shipping	Frank Vietze, Accounting
Ralph Kemp, Roofing Laboratory	Rogers Weed, Roofing Sales
Albert Kimball, Accounting	Gordon Wilson, Flooring Plant
Maurice Kimball, Mail Room	Roy Young, Block Room

Matches have been played at the homes of the different players who own ping-pong tables. These include: Leo Bernier, Frank Clem, Milton Beasley, Charles Davenport, and Elton Hamilton.

Bird & Son has also purchased a table to be set up in the East Walpole Brigade Room and this will be ready for use about the fifth of February. Judging by the popularity of the game this winter, it looks as if the new table would be in use a good many hours a day.

VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during February:

	Years	
Henry Hartig	2-21-1905	Maintenance 29
Martin Lambine	2- 1-1910	Maintenance 24
Alice Field	2-27-1911	Main Office 23
Wienciente Dauksevics	2-28-1913	Paper Mill 21
Fred Nordblom	2- 2-1914	Flooring 20
B. R. Taylor	2-16-1914	Purchasing Dept. 20
Michael Cronin	2-19-1924	Watch 10
Elton Moore	2-25-1924	Flooring Plant 10
Anna Kelliher	2-25-1924	Main Office 10
Dominic Angelo	2-11-1929	Roofing Plant 5
Ruth M. Carr	2-11-1929	Box Shop 5
V. E. Gronroos	2-15-1929	Box Shop 5

James H. Ellis	2-18-1929	Box Shop	5
Vernon Rafuse	2-21-1929	Paper Machine	5

Phillipsdale

Willie Banks	2- 6-1910		24
Joseph Farrell	2-21-1913		21
Charles McLoughlin	2-18-1924		10
Herbert R. Black	2-22-1924		10
Armond C. Giberson	2- 4-1929		5
Edouard N. Roy	2- 6-1929		5

Chicago

William W. Wilson	2- 9-1913		21
John Walsh	2-12-1924		10
Mary Curran	2- 4-1924		10
Bert I. Hindmarsh	2-11-1924		10
Ida Mitchell	2-18-1924		10
Ollie Jones	2- 1-1929		5
Martin R. Pearce	2- 5-1929		5
Frank Kruienza	2-13-1929		5
Ralph Calhoun	2-19-1929		5
Ralph Calhoun	2-19-1929		5
Raymond Gusick	2-28-1929		5

Canada

M. Jobin	2-27-1929	Portneuf, Quebec	5
A. Mottard	2-27-1929	Portneuf, Quebec	5
K. E. Munro	2-25-1929	Ontario—salesman	5



Mario Boragine, Vice-President; and Joseph A. Sheehan, President—newly-elected officers in the Employees' Mutual Benefit Association

Since repeal we've found out how to make a peach cordial—give her a couple of shots of gin.

"Feed a cold and starve a fever," the doctors tell us. What we would like to know is why every girl we take out has a cold instead a fever?

Too Much Traffic!

Drunk (bumping into lamp post): "Excuse me, sir." (Bumping into fire hydrant): "Excuse me, little boy." (Bumping into second lamp post and falling down): "Well, I'll just sit here until the crowd passes."

BIRD'S NEPONSET REVIEW

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No. 2

Published Monthly by the Employes of Bird & Son, inc.
In the Interests of the Company and Its Workers
For the Promotion of

Good Service

Good Will

Good Business

MILLS: East Walpole and Norwood, Massachusetts;
Phillipsdale, R. I.; Chicago, Ill.

Advisory Board

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Editor, B. D. Rogers

Assistant Editor

E. M. Grout

Circulation Manager

A. S. Blaney

Printing Foreman, F. R. Meyer

No use to wait for our ship to come in unless we have sent one out

WHAT TO DO

If you're feelin' tired and blue
And you don't know what to do,
Do nothin'.

If your plans are all awry,
And you think you're goin' to cry,
Go fishin'.

If you can't see far ahead,
And wish that you were dead,
Stop wishin'.

If you know you talk too much,
And your neighbor's feelin's touch,
Stop talkin'.

If your nerves are all askew,
There is one good thing to do.
Go walkin'.

If you want to win life's race,
With a smile upon your face,
Stop shirkin'.

If you have a task to do
And would like to get it through,
Keep workin'.

If you're runnin' into debt,
And your bills not promptly met,
Stop buyin'.

If you long to reach the top,
But are just about to stop,
Keep tryin'.

—Grenville Kleiser in Pathfinder Magazine.

SELLING OUR PRODUCTS

PERHAPS you know of some neighbor, or some friend in another part of the country, who is contemplating repairs on his house this spring—refinishing his kitchen, building an addition to his house, or renewing a worn-out roof. Have

you told this neighbor and friend about BIRD Products?

As business continues to pick up, thousands of home owners who have been "holding off" are going to get busy on those long-needed repairs, and hundreds more are going to start work on their long-dreamed-of new homes. There is no reason why BIRD Products shouldn't be used extensively on all these jobs. Think of what we have to offer—high quality roofs of every description, Insulating Board and Lath, Wall-boards, Sidings; and for the interior of the house, an attractive Bird Rug for every room in the house, long-lived Duracork, and dozens of bright, up-to-the-minute patterns in Neponset Floor Covering.

But your friends may not know about all these products. Be a salesman yourself and suggest to them that they use our Products when they build or repair. One order in itself may not mean much business, but there are nearly two thousand of us all together, and if we each sold only one of our friends on the idea of using our Products, think of the business that might result!

Our Sales Promotion Department has a generous supply of all sorts of folders and pamphlets describing our Products, and they will be glad to supply you with, or to mail directly to your friends, all the information you want regarding any of our Products. Just notify Mr. Clark, Department CD, of your wants.

We can keep on manufacturing until doomsday, but it won't help us unless the goods are sold. So let's get behind our salesmen and do our part toward seeing that Bird & Son gets its full share of business in 1934. It will mean better times for us all.



FILE TAX RETURNS NOW

DON'T wait until the last minute. Now is the time to file your income tax returns—both state and federal.

State returns must be filed before March 1st, 1934, by everyone earning \$2000 or over.

Federal returns must be filed before March 15, 1934, by:

- a. All single persons earning \$1000 or over, and
- b. All married persons earning \$2500 or over.

If you want help in making these out, call at the Personnel Department,—but call *now* and don't get caught in the last-minute rush.



You Will Never Be Sorry

For living a white life; for doing your level best; for your faith in humanity; for being kind to the poor; for looking before leaping; for hearing before judging; for being candid and frank; for thinking before speaking.

HOSPITAL NOTES

Early Care Cures Cancer

ARE you familiar with the early signs of cancer? Taken in time, a small cancer can nearly always be cured successfully. Here are a few of the outstanding signs of cancer, which should make a person suspicious enough to consult a doctor.

1. A neglected skin blemish or persistent soreness may be skin cancer.
2. A small lump is a danger signal.
3. Persistent indigestion or stomach distress may be stomach cancer.
4. Unnatural, irregular hemorrhages from any portion of the body may be a sign.

Leading specialists of medicine and surgery reported 4,348 cases of definitely cured cancer—patients who were treated from five to twenty years ago. Early diagnosis and early treatment was responsible for this, and we recommend that everyone make the practice of having a yearly physical examination. This will not only guard against the start of cancer, but of many other less serious troubles as well.

"Cancer is curable"—in its early stages. If there is any question in your mind, consult your family doctor or local clinic at once. You have nothing to lose and everything to gain by doing so.

PARK VILLAGE

THE Francis William Park in East Walpole should be visited by every one in our organization.

It is in the process of development that should lead to one of the finest public parks in the U. S. During the past few years a good deal of the land surrounding the Park, covering nearly 100 acres when completed, has been acquired by The Home Building Co. Inc. of Walpole, Mass., a company organized with the sole purpose of attempting to help people own their own homes under most satisfactory conditions.

It should be of considerable interest to many members of our organization, who commute distances, to visit the Park and the Park Village development with the possible idea of acquiring a house or lot.

The amount of money which is charged for a small apartment in the vicinity of Boston or any city would be more than adequate to pay monthly installments on a house owned outright. A small monthly payment will buy a most attractive home with six rooms, good sized grounds, garage,

garden, trees, shrubs and all the features of an attractive place. Why should one not build an estate, in this way enjoy an essentially more pleasant type of living than in a city and be far more independent in every way?

The Home Building Co. has printed an attractive folder outlining the purposes of the development around the Park, which combines all the features of the Garden City ideals of Lechworth and Welwyn.

ECONOMICS AT HOME

Father comes up from the furnace, where he has been invigorating the bituminous coal industry, and joins the children at the table.

They set to work to solve the problem of disposing of surplus food products by increasing the consumer demand.

Upon hearing them, the cook emerges from the kitchen, where up to that time she has been subject to technical unemployment.

The children ask for sirup on the cakes, and Father says there should be a large stock in the warehouse; but the cook replies that there has been a brisk movement in the commodity since the last inventory was taken and there is no longer any on the shelves.

Father, however, points to an overproduction of sugar, and offers to exchange it for some of little Johnny's surplus butter.

Mother now comes down the stairs, and tells Father not to forget to earmark some gold for her before he leaves the house, as she has numerous obligations to be met at once.

Father reminds her of her previous indebtedness and explains to her that if she wishes to enjoy confidence she should make a serious effort to balance her budget.

She replies that her finances are in a critical situation and she is on the brink of bankruptcy, so Father does not press her further, but advances her valuable credits and also grants her a moratorium.

Little Mary asks for another griddle cake, as she is facing starvation. Mother replies that this is strange, as there is an oversupply of griddle cakes, and that obviously the trouble lies with the distribution.

Father says that Little Mary is unduly alarmed, that the kitchen is fundamentally sound, and all will be well when confidence is restored.

And with that Father picks up his hat, Mother places a number of orders for Father to negotiate, thus stimulating seasonal buying, and he rushes off to assist in increasing the net operating income of the railways for the first quarter, as compared with the corresponding period of last year.—Baltimore Evening Sun.



Yah Wohl! Der Baron wants to know if you haf der Bird's Tile Floor in der Chamber—lain yet!

Notes From Plants and Offices

MAIN OFFICE AND SALES

Alice Clem
Ida Milesky
Sabina Costello
Albert Kimball

Margaret Crane
Dorothy McEleney
Helen Curran
Sophie Eppich

Ruth Milliken

Quite a change has taken place in the office since the last issue of the *Review*, in that Ediphone dictating and transcribing machines have been installed. Mr. Sibley, Mr. Whitney and Mr. Atwell are in attendance for the time being to see that everything gets under way properly and making improvements in routine where they seem advisable.

"Why must people be seasick?" asked Eleanor Morse on a recent trip to New York. And to make matters worse, they couldn't even go through the canal!

Marjorie Cobb, Ida Milesky and Margaret Sheehan were on the sick list recently, but we have them back again with us in the best of health, for which we are very glad.



Santa Claus stopped in at the Accounting Department and left a real Christmas tree and gifts for every one. In this group are: Sophie Eppich, Laura Farris, Helen Gustafson, Margaret Turner, Margaret Delaney, Emma Erker, Dorothy Ekwell, Elin Johnson and Anna Ecklund

Emma Erker caught a cold one night in spite of the fact that she had a heater in the car. We could make further comments also, because she wasn't riding alone, but we will refrain.

Marion Smith is now the cashier, having succeeded Gladys Duncan who has been transferred to Flooring Sales.

Harry Hey is now located in the Credit Department.

Bob Rodd spells "container" with an "or". What language is that, Bob?

Many of the girls have joined in the "Afghan" circle that meets every noon in the Girls' Rest Room. It's a treat to just watch them if you don't happen to be a member. "Afghans," to the uninitiated are a sort of crocheted steamer rug, and if you haven't started yours yet, you must see Dorothy Hartig at once.

The new speed record for adding in the Accounting Department goes to Margaret Delaney. Using a new Remington she surely does burn up the atmosphere.

Mabel LaFreniere was presented with a very pretty floor lamp on completing her services here. She was with us for almost ten years.

Mr. Hanna of Chicago paid us a visit.

Alice Clem is still broadcasting at noon on Sundays over Station WBSO, and will be very glad to sing any special request numbers you may wish to hear.

Josephine Antoine is learning to be a telephone operator.

Betty Benson is now in charge of the Mail Room. We wish you lots of luck, Betty, and hope you'll enjoy your work.

We are very sorry that "Fitzy" didn't emerge victoriously

in the recent town election. However, we are happy to have him remain with us.

It is rumored that Rose Silverman cuts quite a figure on ice skates. The exhibition she gave last week was not intentional, so she says.

Belated congratulations are in order for William Walker, who welcomed a new member of the family, Elizabeth Ann, on December 19th.

Peg Cochrane received a beautiful Christmas card from "Mae West."

Wiley MacIvor has left us for the New Hampshire and Vermont territory, formerly covered by Mr. Turkington. Good luck, Mac.

Mr. Turkington will cover the Western Massachusetts Territory. Good luck to you too, "Turk."

Helen Curran has taken time to coast once again on Christian Hill. Have a good time, Helen?

A get-together farewell party was given Mr. and Mrs. MacIvor and John Puckey at Cann's, Attleboro, Thursday evening, December 28th. Co-workers and friends were there to extend to them best wishes and good luck on their new undertakings.

PAPER MILLS

East Walpole, Mass.

John E. Curran
Herbert Badger
Dagmar Peterson
Herman Nordstrom
Fred Jonah

Edward Geraghty
Charles Rafuse
Sophie Novick
John J. Burke
Mary Driscoll

Mario Boragine

We wonder why David Regan and Joe Donovan have started an "Eno Crime Club" since repeal?

For the road weather conditions between East Walpole and Worcester, see Frank Whitehead. What a pole! what a car!

Wanted—a road map of Charlestown. Forward the same to Gene Connolly, Research Department.

The following shopping list was sent by mistake as a note for the *Review*: Tape, Shoe strings, Stockings, Dress, Bloomers, Bread, Frankforts. We hope whoever lost this list didn't go hungry or cold because she couldn't remember what she wanted to buy!

Mr. Hills has been enjoying his vacation during the month

Phillipsdale, R. I., Mill

Rexford H. Salisbury
David S. Lowry

John H. Nolan
Leslie E. Howard

Deputy representatives have been appointed to the Phillipsdale Plant Council as follows:

District 1—Louis Doyle
District 2—Herbert Black
District 3—Thomas Wynne

Harriett Neill has been appointed secretary of the council.

Owing to the recent cold snap Clarence Pierson has discarded his shorts for red flannels and long trousers. This is a sure sign of winter.

Mr. Henderson awoke in the early morning one day recently to hear a whistle blowing loudly in the vicinity. Thinking the mill was on fire he rushed madly out to his car but it was only a false alarm. The horn on his automobile started blowing itself.

Linwood Babbitt has a "new to him" Chevrolet in which he was taking Leslie Howard home when he ran out of gas at Six Corners. It turned out that Linwood didn't expect to buy any gas that day so Les had to supply the money. Les is going to bring his own car after this.

Manuel Rodriques is off again for his home in Portugal. We trust that he has a good trip.

At the annual meeting of our Benefit Association the following were elected to the various offices.

Executive Committee—T. G. Henderson, Fergus Christie, Henry Cameron.

Nominating Committee—George Hawley, Henry Cameron, Charles Cyranock.



It was a Merry Christmas at the No. 1 Box Shop when the girls put on a Christmas dinner, with all the fixin's, and Bob Morse acted as Santa Claus. Those who attended included: Ellen Ahlman, Sophie Babel, Jenny Carroll, Alice Connolly, Eileen Connolly, Nora Feeney, Mary Folan, Agnes Fraser, Alice Giampetro, Ella May, Genevieve Pare, Sadie Rafuse, Margaret Wallace, and, of course, Bob Morse

Investigating Committee—Frank Reed, Edouard Roy, Henry Gibb.

During January we took on twelve new members to the association. These twelve men are all men who have joined us within the last year or so. They are

In Stockhandling—Queenan, Marshall. In Trucking—D. Perry, LeClair. In Shipping—Dyson, L. Babbitt. In the Cutting Room—Ferriera, Matonis. In the Boiler Room—G. Babbitt, Bolin. In the Engine Room—Trudell, Hyde.

BOX FACTORIES East Walpole, Mass.

No. 1 Box Shop

Genevieve Pare
John P. Walsh

Earl Boyden
Ralph Farris

We have a new Billie the Boy Artist in the Box Shop. Bill Donahue has taken the title away from Bill Downing.

Henry Dowdie's mother and sister left New York January 26 for Scotland so Henry went to New York to bid them bon voyage. They have visited with Henry for the past eight months.

Two girls in the No. 1 Box Shop received diamonds for Xmas—Sophie Babel, and Lena Paduck.

If you want to see Ella May blush ask her about her most embarrassing moment.

Anyone wishing his home interior decorated should see Bill Donahue immediately.

Friends have heard from Julia Lewis who is in Florida recuperating from a long illness.

Girls at the No. 1 Box Shop enjoyed a very pleasant Xmas Party at the Box Shop. Gifts were exchanged and the girls had so much to eat there was no work done that afternoon.

Arthur Colburn thought he was going to end his radio troubles when he purchased a new (and different, he thought) radio. But alas, and lack-a-day, the new one was soon occupying the accustomed place of the old—on the back seat of the Hupp, bound Bostonward for investigation of the innards.

We understand that the next on the list of 70-year-old

pensioners is Louis DesJardin's hat. It retires from service with crown greasy, but still strong. And how!

No. 2 Box Shop

John McMahon
Martha McLaughlan

Ambrose Fitzpatrick
Alma Walsh
Frank Eisenhour

Gertrude Farley and Myles Towle say that their new home which is now being built is coming right along. So it won't be long now before they'll be saying, "Come up and see us some time."

Mary O'Donnell of the Flower Pot Department is sporting a diamond ring, so congratulations are now in order.

Tom Hazlett has gone back to nature. During the course of a hike to the Look Out at Moose Hill, he and some of the boys decided to play a game called "Shinny" on a small pond. The ice broke and Tom went in up to his waist. They built a fire in front of an old cabin nearby, and Tommie hung out his laundry to dry. It must have been pretty chilly for Tom while the drying process was going on, but they all had a good time, even if he was "all wet."

This game ought to be a good one for some of our rugged ping-pong players, but you have to be able to take it.

Ruth Bailey has left us to take up the duties of housewife for "Red" Devine of Norwood. They were married in New York over the New Year holiday, and we all wish them the best of luck.

Some one asked where Annie Duffy was now—well, all we can say is that Annie doesn't live here any more. If you happen to be driving through West Bridgewater on the way to the Cape next summer, look for a store with a big sign "James O'Donnell," and that's the place where she is now. We feel quite sure that she would be glad to see some old faces from away back home.



George Smith, Assistant Superintendent of the Roofing Mill, built this fine playhouse for his daughter, Ethel Jean, who is welcoming you in the doorway. The roof is of Bird Shingles, Mountain Green, and the walls are of Insulated Bric Siding. No wonder she likes it!

ROOFING MILL AND OFFICE Norwood, Mass., Mill

William Bothwell
Stanley Phillips

John White
Charles Norton
Edward Hiller

Domenic Restaino has returned to work after having a sprained back.

Charles Chorlton, Jr., is making regular week-end trips to New York these days. Better make your mind up, Charlie.

George Gross has moved from Washington Street, North Walpole, to Elm Street, Walpole.

Lionel Ross has returned to work following a short illness.

We extend our sympathy to John Faulkner in the recent loss of his mother.

John Pratt is the proud daddy of a baby boy born January 22nd.

John Mattson fell on the ice while fishing, but returned to work the following day.

George Lane is home with a bad cold.

We extend our sympathies to Arthur McKenna upon the death of his mother.



The Multigraph and Storeroom Departments "threw" a Christmas party, and it looks as if everyone was enjoying it. Those present included: Margaret Corcoran, Clarence Fuller (a former worker in the Storeroom), Elin Johnson, Charles Makarevich, Arthur Wilson, Mary Blazonis, Helen O' Kane, James Sullivan, Mary Catalano and Roy Smith

It is with deep sorrow and regret that Frank Reynolds announces that he has got rid of his old Studebaker.

Warren Kumblad is back with us again after his fight with the gripe.

Ping pong is certainly a "national sport." Everyone from the Superintendent down to the office boy is raving about it.

We are all happy to see Ed. Hiller back on the old job again.

Frank Ross spent his Christmas holidays in Baltimore. He tells us that his chief reason for making this trip was to see his parents. We, however, wonder if the young lady who has been making those frequent Baltimore to East Walpole telephone calls had anything to do with it.

Warren Kumblad cast aside clamoring architects, builders and plumbers, discarded volumes of blue prints and stock of cost figures and then did the unexpected and bought a "brand new" already built home.

FLOORING MILL AND OFFICE Norwood, Mass. Plant

John S. Smith
Tom Rogers
Arthur Cripps

Charles Miller
Lester Evans
Laurence Gammell

Biggest bets of the season were placed on a ping-pong game between Champ Frank Clem and Jack Bradley. Jack had to get 10 points in a 21 point game in order to win the money, but the cleverness of the Champ kept Jack away from the money.

Hockey enthusiasts will be glad to hear about the new Floor Covering Hockey team. This team will have on it such stars as Carleton Rafuse, F. V. Clem, Kaino Paajanen, Ed Phillips and Jack Bradley. With such strength, this team has made an open challenge to all comers. Charlie Johnson will probably be goalie.

It wouldn't be a Happy New Year if Miss Chandler lost her smile, or Miss Milesky stopped giving advice to us all, or Kaino Paajanen didn't hum those heart-throbbing melodies, or Art Cripps lost that famous "wave," or Gordon Wilson didn't have one of those complexions.

Tom Durkin, our philosopher, has always said the some one always has the best girl in the world. What is his answer

to the problem on No. 4 Machine? Joe Long, Joe Lokitis and Walter Sword all have that same girl. Well, June approaches and the price of furniture is going up, so we shall see.

During January seven men in the Shipping Department took out their first papers to become citizens of this good old U. S. A. This makes the department 100% American, 110% NRA and wholly in accord with the policies of our President to put the country back on the road to prosperity.

We are all hoping for the quick recovery of Evan Ostrom's little boy who is now seriously ill with pneumonia.

John Fucci has just returned from a week's sickness of the gripe.

When it comes to color schemes, just look at our office boy, Eino Manninen. Hollywood please take note!

Charles Davenport bewildered some of our ping pong followers with the use of his silent rubber paddle.

We are glad to see so much Duracork being turned out, which indicates times are on the uphill road.

CHICAGO MILL AND OFFICE

Ray Wolf
R. Koerbel Smith

Del Lyndon
Gladys Davis
Virginia Szukalla

The death of Mrs. Stafford came as quite a shock to all of us. We want to extend our sincere sympathies to Mr. Stafford.

We were all very happy to again be able to see Mr. Hird at the Chicago office. Those visits can't be too frequent.

Girls, have you noticed Ray Wolf's picture in the pamphlet "Directions for Applying Bird Art Hex Roofing"? You'd better hurry to get your copy.



Unique float used in a parade at Ponca City, Oklahoma recently by the Thompson-Parker Company of that city. This company has done a very fine job in distributing our products in that area

Welcome, Dan Elliott, to the Bird family.

The following bit of scandal has been submitted by a fellow-sufferer:

"Alice Wood was seen taking a few winks on a Western Avenue car and was rudely awakened by the conductor calling, 'End of line!' It happened there was a gentleman at her side, also in the land of dreamland. Alice tapped him gently with her newspaper with no effect, so the taps became more numerous and with more force but he slept on with Alice wondering whether she should climb over the back of the seat (probably wondering what Elmer Zilch or Mae West would have done in a case like this). She gathered all her strength and administered a severe blow, which brought him to his senses full of apology."

Apparently this gave Marie Lester an idea, for shortly after that, after having for some time noticed a young man

neighbor who daily rode the same way she did and the same distance, she saw him dreaming luxuriously on the street car. Gently but firmly she approached Prince Charming and in her sweetest tones inquired if he didn't want to leave the car at the next stop, and, of course, he was equally gracious. 'Nuf sed.

If you see a red light in the Credit Department, don't be alarmed. It's just Gwen's blushing, beaming countenance.



Rock garden and pool at Long Lake, Illinois—the summer home of Gladys Davis, Chicago Office. This would take a prize anywhere among beautiful gardens

She is soon to become the bride of J. Schock and intends to make her home in Texas. A few days ago her co-workers gave her a fitted case, to which were tied cards bearing the signatures of each one, expressing some lovely bit of sentiment and good wish for her future happiness.

We understand "The Unholy Three" held their final meeting at "The Viking." This was to celebrate Gwen's happiness.

Along with the general trend of prices going up, we wish to announce that Sullivan has reduced his prices of haunting a house to 50c a room for houses of over four rooms. It's too bad that our good friend, the Deacon, cannot avail himself of this opportunity but being a staunch unbeliever of shimmering objects, especially spooks in a grave yard at 12:00 p. m., he cannot jump at this colossal bargain without undermining his present ideas.

A certain man in the Chicago plant will, and should, feel comforted in knowing that Tom Cooling may be selected for jury duty if he can prove his citizenship. Out of the 17 S.P.'s this will then leave but—well, figure it out for yourself—even the best of us must go.

Why doesn't everyone try to keep a perpetual smile on his face such as Sunshine Dodge boasts of. Believe you me, he must find a five dollar gold piece every morning on the way to work.

Things that we would like to see:

Ed Buffington driving a horse and buggy—Lou Lance wearing knickers and a derby—Whimpy (noted character in "Popeye" of the comic strip) and Bruce with one hamburger between them—we bet the contest would be worth the price of two more meat balls.

After watching the game of sixty-six and especially after keeping an eagle eye, or should it be said an attentive ear on Alex, we should all come to the conclusion that a stern face and hard knuckles play an important part in becoming a master of that gasoline game. (With apologies to Phillips.)

Ted Moore and Red Overholt would like to know how to play Hot-foot—especially during zero weather.

Two newly developed departments show promise of becoming an integral part of the Chicago plant; namely, the Photography Department under the famous Dr. of Snaps, Al Bohnenberger, and the Stable Department under the command of—anyone wishing to become a veterinarian.

It is rumored that Billy Cozzi has recently been nominated to the position of president of the "Duck-bath" organization. This group meets early every evening at 4:30 in the left hand corner of the north end of the machine shop.

The question of what kind of a noise annoys an oyster is still unanswered. Has anyone any suggestions? If so, drop them in the ash can and forget it.

R. Rush traded E. Buffington his Ford for a Chevy Coupe. Guess the younger blood can stand the cold better, eh!

Our oldest employee, Tony Ecklund, is confined to the sanitarium. We all hope for his rapid recovery.

R. Jones came in the other morning with rose tinted nails. Who can she be?

John Matcha is thinking seriously of buying a new car and a trailer this spring.

Card of Appreciation

I wish to express my thanks and appreciation to Bird & Son, inc. for placing me on the retired list after thirty years and eight months of service. They have been years of pleasant service, and I retire with a friendly feeling towards all my associates.

James C. Hadden.

ACKNOWLEDGMENT

Gratefully acknowledging and thanking you for your kind expression of sympathy.

Andrew Walker and family.



Salvatore Purpura, Roofing Machines worker, has raised this fig tree in his cellar and taken such good care of it, that it actually bears fruit. Fresh figs from your own "orchard" is quite a novelty in this section of the country

OH, WELL, THAT'S DIFFERENT

A rich and pompous man was staying at a small country hotel in England, and as he entered the breakfast room the only other visitor present rose to his feet.

"Sit down, sit down," boomed the great and rich one, condescendingly.

"Why?" asked the other. "Can't I get up for some marmalade?"

LARGE PULP CARGO UNLOADED AT PROVIDENCE

LAST summer, the Steamer "Lillemor," bound from Sheet Harbor, Nova Scotia, docked at the new State Pier in Providence with the first cargo of groundwood pulp ever to reach this city. While the boat is only one of the tramp steamers, some idea of the size may be had from the fact that only one deckload, over 500 tons, was unloaded here, the remaining portion of the cargo being destined for various points along the Hudson River and up to Albany, New York.



Groundwood pulp from Sheet Harbor, Nova Scotia, being unloaded at Providence for shipment by truck to our Phillipsdale plant

With the aid of the ship's large steam derricks and a large crew of dark-skinned "huskies" the bales of pulp were hoisted over the side of the ship and piled neatly on small wooden racks which rested on the cement dock platform. The piles were made in single tiers, two bales high and three bales long. As these piles were completed they were ready to be moved to a more isolated part of the pier, to be later transported to the customer. The piles were moved by a special type of industrial truck which is capable of driving directly over the bales, picking up the racks containing the six bales, stopping for only a moment until the rack leaves the ground, and then whisking away with its load, only to return again for another in about two minutes' time.

Although the general unloading procedure is carefully timed and is exact in operation, it is not unusual to see a bale of pulp slip from the grasp of the giant hook of the derrick and fall gracefully into the glistening water. Fortunately, however, the pulp floats and not a single bale was lost but in several instances the huge fish which abound in these waters were robbed of what might have looked like a very tempting bait.

Final transportation to the Phillipsdale plant was accomplished by a fleet of trucks furnished by a local concern and it was only a short time before

the complete shipment of over 2000 bales was in the mill yard and piled in a neat pile out of doors ready for use in our various products.

TWO MEN LOSE TIME IN JANUARY

WE are progressing in the right direction with our lost time accidents. There were three in December, and only two in January. Now, if we can continue the good work so that by April we will have no accidents at all during the month,

we will be well on the way toward making 1934 the safest year yet.

January's first accident happened to John Weeks, Roofing Shipping, on the 8th. He was putting down a plate from the platform to the freight car, preparatory to loading. As he dropped the plate, it hit the side of the car and bounced back, hitting his foot, and causing a compound fracture of his right great toe. This caused him to lose fifteen days' work.

John Kirby, Finishing Mill, also sustained a foot injury this month. On January 18th he was working near a core which some one had carelessly left standing on end, and this core fell over onto his left foot, causing a fracture of the left great toe, which kept him from work ten days.

Both these accidents could have been prevented if the men had worn safety shoes. Are YOUR feet properly protected against accidents like this? Is it worthwhile to take the chance with anything less safe than Safety Shoes? Place your order with your foreman today and prevent a similar accident happening to YOU.

ACKNOWLEDGMENT

Your kind expression of sympathy is deeply appreciated and gratefully acknowledged

Michael Folan

CHANCE-TAKERS NOT WANTED

by
Frank W. Fisher
Safety and Fire Inspector

WE don't want chance-takers in our mills, and I think if I tell you a few things I have seen, you can perhaps get a better idea of what we consider "chance-taking."

I once saw in our mills a man on a ladder reaching over a large, fast-turning shaft, trying to put a belt on a pulley. His loose jumper was flapping against the shaft—mighty dangerous business, if he valued his life!

Another one I will not forget happened on a shaft. It was a man who made a quick turn around a shaft. He made only one turn and landed on all fours on the floor, stripped from the waist up. His jumper had become caught in the shaft. These two men are alive and able to work, but believe me, the second man's guardian angel must have been with him, for I cannot see how he got away with it! Jumpers should always be worn inside overall straps.

A boy I know was resting his arms on an elevator gate, looking down in the pit, waiting for the car to come. It came all right and caught his head between the car and the gate, throwing him into the air and landing him on his back in the car. He got up on his feet mighty quickly, but he too must have had a guardian angel with him, because he did not get a scratch. That was a close one! An elevator gate is no place to take a rest, because there is not only danger of the car catching you, but the gate may come out of the guides and let you down into the pit. My advice is to find a better place to rest!

A Close Call

Only a few months ago a man was working in a tank cleaning it out. Another man was working outside and he had the idea that he would save a few lights which seemed to be unnecessary. He pressed a button and the man inside the tank yelled. He pressed the button again just in time to stop the agitator. He had pressed the wrong button. This could have been a bad accident. We have DON'T START signs which should be used on all electric switches, steam lines and machinery when work is being done on them, and we expect men to have enough sense to use them.

As I entered a department one day I saw a man doing his finger up. I asked him what had happened and offered to help him. He said it was only a small cut, but when he showed it to me it proved to be a deep cut almost an inch long. He offered to show me where he did it. We walked to a machine and he put the same finger in the same place and got the same kind of a cut only about an inch from the first one!

You can guess that the air was blue for a few minutes, and he told me what he was, without my having to say a word. I simply suggested that he had better not demonstrate too often, because I did not think his finger would stand it!

There are many ways in which people take chances and some of them may sound simple, but the man who is really careful doesn't let even the simplest ones fool him into taking unnecessary chances.

Here is a list of questions. If your answer to any of them is "yes," you are taking a chance that may cause you a serious accident:

Do you stand in the body of a moving automobile truck, without holding onto something secure?

Do you work on an emery wheel without goggles?

Do you leave guards out of place?

Do you blow dust out of your hair with compressed air intended only for cleaning machines?

Do you use patched or unsafe ladders?

Do you use worn out tools?

Do you fool with the two hand starting device on a cutter?

Do you wear loose clothing around machinery?

Do you wear thin, poor shoes, which may pick up tacks, nails or slivers that will injure your feet?

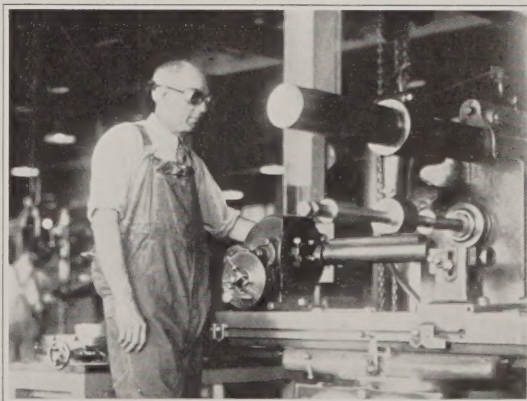
Do you ever feed paper into the calender rolls incorrectly?

Do you lift improperly?

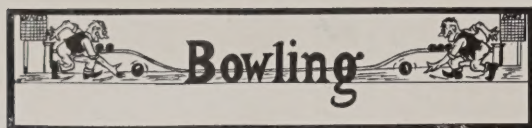
Do you neglect to give first aid to small cuts and scratches?

Don't take chances—Keep whole—Look out for those two eyes, your back, arms, hands, legs and feet. You will need them as long as you live, and they can't be replaced. Be careful, also, that you are not the cause of some other fellow being injured.

Do your bit, and all hands will be happy.



Safety Goggles mean Safety First for your eyes. Wilbur Fay is shown here, wearing goggles while working on the Milling Machine, where there is danger from flying steel chips. Do YOU ALWAYS wear safety Goggles when you should?



THE Finishing Mill and No. 2 Box Shop still hold their places at the head of the two Leagues, and most of the season records are still held by the same men, but John J. Doyle, Roofing Maintenance team, has established a new High Individual Three String record of 346, topping by four points Koebe's record last month of 342.

The season is just about half over now. The last matches are scheduled to be played near the end of April. The standings given below are as of January 26th.



Janet Bohnenberger, daughter of Albert Bohnenberger, Chicago Shipping Foreman. Taken at a Century of Progress last summer and showing the Skyride tower and some of the buildings on the island across the lagoon.

Those with an average of more than 90 include:

Name	Team	Average
Hoyt.....	FX2	98-27
DeFlaminies.....	FXR	97-8
Dine.....	FX2	96-1
Duncan.....	EM	95-14
Farris.....	FFR	95-10
Jonah.....	DF	94-17
Bergstrom.....	DMP	94-14
Murphy.....	FBP	94-11
Vietze.....	AA	94-7
Mazzocca.....	FBP	94-2
Lipinsky.....	FXR	93-29
Kimball.....	AC	93-19
Clark.....	FX2	93-4
Geary.....	DF	92-14
Smith.....	FBM	92-9
Knaus.....	FX1	91-19
Jarlis.....	ERB	91-18
Poulosky.....	FBP	91-10
Rodd.....	AC	91-6
McMahon.....	FX2	91-3
Montisano.....	FXR	90-25
Farris.....	DF	90-23
Sprague.....	FX1	90-5

Team Standings

AMERICAN LEAGUE	Won	Lost	Per Cent
Finishing Mill.....	27	9	.750
Roofing Machines.....	24	12	.667
Cost Accounting.....	24	20	.545
No. 1 Box Shop.....	16	20	.445
Paper Machines.....	5	31	.14
Boiler Room.....	4	36	.010
NATIONAL LEAGUE			
No. 2 Box Shop.....	31	9	.775
Shoe Carton.....	27	13	.675
Maintenance.....	25	19	.567
Machine Shop.....	20	16	.555
Accounting.....	14	22	.390
Rug Finishing.....	15	25	.375



RECENT VISITORS AT OUR PLANTS

East Walpole and Norwood Plants

Mr. W. G. Fiske, Managing Director, Thams Board Mills, Ltd. Purfleet, England.
 Mr. Logan, Newton Paper Company, Holyoke, Mass.
 Messrs. Foisy and Fallon, Winchester Repeating Arms Company, New Haven.
 Mr. Cochran, Vice-President Crosby Carton Company, South Boston.
 Messrs. Terry and Johnson, S. D. Warren Co., Cumberland Mills, Maine.
 Messrs. Harlow, Sweet and Bump, Mayflower Rubber Products Co., Braintree, Mass.
 Mr. Thomas and Mrs. Gaus, Container Corporation, Philadelphia.
 Mr. Charles Prescott, Jr., of Bennett, Inc., Cambridge.
 Mr. Nutter of Bennet Ltd., Chambly Canton, Quebec.

Chicago Plant and Office

Mr. O. M. Woods, Wayne Hardware Company, Ft. Wayne, Ind.
 Mr. Neptune a former Bird employee and his brother.
 Mr. Peterson, brother of our southern salesman, R. D. Peterson.
 "Pop" Warner, former Bird salesman.
 Mr. H. Osheroff of Micklin Lumber Co., at Omaha, Neb.
 Mr. E. J. Dengel of South Side Roofing Co., at Milwaukee, Wis.
 Mr. J. P. Lemay and family of Central Lumber Co., at Casey, Ill.
 Mr. Clarence Erdman, Mgr. Warning Sheet Metal Works at Oshkosh, Wis.
 Mr. Abell, Mr. H. J. Harold, Mr. Emil Zahalke of Palmatier & Abell. Mr. F. A. Holtz, contractor, all of Waukesha, Wis.
 Mr. Brenner and Mr. Kiefer of Midland Improvement Co., Milwaukee, Wis.
 Mr. R. M. Dewar, former Bird salesman.
 Mr. S. J. Shamberger of Mountain States Roofing Co., at Denver, Col.
 Mr. D. C. Thompson of Carolina Lumber Co., Huntington, W. Va.
 Mr. E. C. Hughes of Robert Lee Lumber Co., Springfield, Mo.
 Mr. Bradford of Byrd Lumber Co., at Marion, Ind.
 Mr. H. C. Prinzler, our Indiana salesman, brought in the following men to visit the plant. They are all connected with the Ft. Wayne Builders' Supply Co., at Ft. Wayne, Ind.: C. A. Wilson, L. J. Smith, W. C. Birkhold and J. H. Jones.
 Mr. George Hinman of Hinman Brothers, Lincoln, Neb.
 Mr. Armstrong of Armstrong Walker at Terre Haute, Ind.
 Mr. Ivan Bond of Fred A. Smith Lumber Co., at Rossville, Ill.
 Mr. K. B. Iverson of Michigan Wholesalers, Jackson, Mich.



BIRD PRODUCTS



Roofing Division

BIRD Shingles

NEPONSET Twins Thick Butt	Special 3 in 1 Thick Butt	3 in 1 Thick Butt
NEPONSET Double Twins	American Double Twins	Super 3 in 1 Thick Butt
Improved Twin Lock	Hex-Twins	Individuals
Custom Built	Lock-Butt	Giant Individuals
Art Wall Siding	Bric-craft Siding	BIRD Insulated Bric-Siding
		Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Craft	Shingle Design	Slate Surfaced	American Ready
Old Reliable	Universal	Waterdyke	Proslate Roofing,	Blind Nailed

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Coated Kraft	Reenforced Kraft Paper	Duplex Kraft

BIRD Wall Board

NEPONSET Board	American Board
SUPER-NEPONSET Board, Tile Design	

BIRD Specialties

BIRD Insulating Board and Lath (Laminated)	BIRD Building Board
Rubberlike Flooring	BIRD Insulating Blanket
Paroid Built-up Roof	BIRD Deadening Felt
Floor Dressing	Asphalt Felt
Plastic Cement	Roof Coating
Fibercoat	Asphalt Emulsions
	Emulsicoat

Flooring Division

BIRD Rugs	BIRD Floor Coverings	BIRD Tile Flooring	BIRD Rug Border
Economy Rugs	Economy Floor Coverings	Economy Hall Runner	BIRD Hall Runner
BIRD Carpet and Rug Cushion	BIRD Lining Felt	BIRD Saturated Felt	
BIRD Duracork Floor Covering	BIRD Duracork Hall Runner	BIRD Floor Wax	
	Rubberlike Flooring		

Box Division

Solid Fibre and Corrugated Fibre Shipping Cases	Wood Frame Fibre Shipping Cases
Textile Board	

Carton Division

BIRD Shoe Cartons	NEPONSET Waterproof Paper	Flower Pots
Tack and Screw Boxes	Flower Pot Covers	Earth Bands
		Plant Boxes

Special Paper Division

Index Pressboard	Rocket and Torch Paper
Dry and Waterproof Felt Papers for Special Purposes	
Cable Insulating Papers	Laminated Book Cover
	Industrial Filter Paper



{List of Bird Products on Inside Back Cover}

BIRD'S NEPONSET REVIEW

Vol. XXII

March 1934

No. 3

A COMMON-SENSE BUDGET PLAN

HOW is your new budget system working?" "Oh, fine. We are saving lots of money. By the time we get our books balanced every night, it is too late to go out."

Some budget systems are like that—so complicated that we average persons give them up in disgust.

But here is a budget plan so simple that even a child can use it, and it won't make you burn any midnight oil trying to keep the accounts straight either:

Take eight good-sized envelopes and label them as follows:

- Food
- Rent or Interest
- Fuel and Light
- Clothing
- Charity
- Insurance and Savings
- Christmas and Vacation Fund
- Miscellaneous

From past experience you can determine roughly what part of each weekly pay check usually goes toward the paying of these various items. Each week after cashing your check, divide it up, and set aside the necessary amount in each of these envelopes. Then when a bill for rent or fuel or groceries comes due, go to the proper envelope and your money will be there waiting for you.

Of course, you can't make the system work perfectly in one week, or even two or three. But keep at it and in a surprisingly short while you will find that it really does work—that you not only have the necessary money to meet all regular bills, but that you have actually saved money, which you can use as a back log to draw on for unexpected expenses.

This system will also quickly show you whether you are spending your money wisely or not. You may discover that you have been spending too much for luxuries and not enough for the real necessities like food and coal and clothing. Perhaps by only a slight readjustment of your spending program you can live a great deal more comfortably.

Budgeting takes the worry out of financing

your home. If you keep at this plan conscientiously, the money will always be on hand to pay your bills when they come due. And when hard times or a week of short pay come unexpectedly, there will be money in the envelope marked "Savings" to tide you over.

This is not a far-fetched scheme. It has been tried out by the employees of the Wyomissing Industries and was explained in detail in a recent number of their magazine "The Yarn Carrier." If you are interested in the idea and want assistance in working out your own budget in this

manner, help will be gladly given you at the Personnel Department.

It is a great feeling to be able to look the world squarely in the eye, knowing that you do not owe any man and that you have a comfortable savings account laid by to carry you through hard times. You can do this best by budgeting. Then you can "tell your dollar where to go instead of asking where it went."



ACCIDENTS INCREASE

AN additional January accident, not previously reported, and four February accidents, make our record a poor one this month.

On January 25th Joseph Farrell of Phillipsdale dropped a length of 2½" pipe onto his foot. Although this was reported and taken care of, it developed into an infected toe. Farrell started to lose time February 5th and is still out.

Leo J. McTernan, No. 2 Box Shop Shipping Department, tripped and fell against the glass window of the wash room door on February 13th, cutting his arm just above the elbow. Lost eighteen days.

Hilmar Eklund, Roofing Machines, was cleaning out the slate from the "elevator boot" on February 27th. Unknown to him some hot coating had overflowed from the coating pan above and mixed with this slate. When he reached in, his hand was burned by this hot coating. He is still out.

On the same day, Tony Ceglarski, Stock Handling Department, was dragging a drum of bleach on a two-wheeled truck. One wheel caught

(Continued on Page 4)

SUGGESTION AWARDS

TWENTY-TWO awards were made for suggestions of merit at the February meeting. One of these was an extra award of \$5.00 to William Gokey, Piper, who put in a suggestion last July to "Install Tank on Drain Line at Back of Asphalt Combiner." This was accepted in July as a No. 3 suggestion, but has now shown a definite savings, and so has been re-classified as No. 2, and given the extra award of \$5.00.

Three men received additional \$10.00 awards for having five suggestions accepted—Charles Chorlton, Jr., Edward L. Lincoln, and Richard Sprague.

Five dollar awards for suggestions of intangible value were made as follows:

Steam Hose Insulation	George Abely, DMPM3
Locking Device for Holding Rubbers in Dies	Charles Chorlton, Jr., FBM
Change Clutch on Belt Conveyor No. C Cutter	Charles Chorlton, Jr., FBM
Change of Lights "D" Floor FX1	Francis Donlan, FX1 S.D.
Sample Rack Arrangement at FX3	Henry Dowdie, FXT1
Postal Scale in the Mail Room	Bruce B. Farrar, VN
Change Clutch on FBP5	John E. Folan, FBP5
Studs Instead of Cap Screws in Paint Mixer Gate Opener	Ira C. Goding, FFM
Lower Valve on Steam Line No. 5 Hanger in FFD	Howard Johnson, FFD
Step on Coal Scales	Michael Kelly, ERB
Change Conveyor on Feeder Table FXFM14	William Koch, FXF
Compressed Air Outlet in Basement at FB5	E. L. Lincoln, FBC
Wrench for Tightening Hopper on FXGM35	Mike Minkevics, FXG
Change on BM Machine	John Pechulis, EMM
Cost Reduction in Disposing of Factory Trash	R. Koerbel Smith, Chicago
Step Over New Asphalt Tank at FXCM1	Richard G. Sprague, FXC
Light for Matching Colors	John Stepanowich, FFG
Raise Water Pipe at FXC	John P. Walsh, FXC
Lower Chlorine Platform	John Walsh, DMT
Locking Stop Button on Scratcher	Peter Walsh, FFG
Feed Belt Dampener	John Wilkes, FXB

Weather Forecast

Judge (in traffic court): "I'll let you off with a fine this time, but another day I'll send you to jail."
 Driver: "That is exactly what I predicted."
 Judge: "What do you mean?"
 Driver: "Fine today—cooler tomorrow."

Pin-Prick

Plumber—"And none of your lip about me forgettin' things. I've got my mate and my tools, and—"
 Maid—"Then take 'em to the right house."

Imagining the Unimaginable

Pat: "That was a foine sentiment Casey got off at the banquet last night."
 Mike: "What was it?"
 Pat: "He said that the sweetest mimories in loife are the ricollections of things forgotten."

NOTICE

EMPLOYEES' ORDERS

IT must be definitely understood that any of our products sold to our employees at "employees' prices" be for their own personal use.

The reason for this general notice is because an abuse of this nature has arisen which has caused an embarrassing situation for the Sales Department. Such occurrences hurt Bird & Son's reputation with our dealers.

Any employee violating this personal use restriction will be considered cheating and it can be considered sufficient cause for immediate dismissal.

Bird & Son, inc.

VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during March:

			Years
G. R. Wyman	3-17-1887	Vice-President	47
Aaron Rhodes	3- 9-1887	Retired	47
James Kivlin	3-30-1892	Paper Mill	42
Dan A. Jones	3- 4-1897	Paper Mill	37
Emanuel Johnson	3-11-1898	Maintenance	36
William J. Quinn	3- 9-1900	Paper Mill	34
Bartley O'Donnell	3- 1-1895	Maintenance	29
Harry Bellew	3-10-1907	Roofing Plant	27
John S. Mattson	3- 4-1908	Roofing Plant	26
Dennis Driscoll	3- 4-1909	Roofing Plant	25
William Morrissey	3-29-1910	Maintenance	24
Everett Lindequist	3- 3-1911	Roofing Plant	23
Felix Thompson	3-10-1911	Paper Mill	23
John Peza	3-13-1911	Roofing Plant	23
Salvatore Lacivita	3- 8-1912	Roofing Plant	22
William Quinn	3-21-1912	Box Shop	22
Camillo DePlacido	3-22-1912	Roofing Plant	22
Earl S. Clark	3-19-1919	Sales Promotion	15
James Capone	3-19-1919	Box Shop	15
Joe Catalino	3-26-1919	Box Shop	15
Carroll S. Gammell	3- 3-1924	Flooring Plant	10
Marshall B. Lee	3- 1-1924	Box Sales	10
Francis Dockray	3-27-1924	Paper Mill	10
Thomas Rogers	3-31-1924	Flooring Plant	10
John P. Conroy	3-11-1929	Roofing Plant	5
Harold Mattson	3-19-1929	Roofing Plant	5
Charles Norton	3-21-1929	Roofing Plant	5
Genevi Carroll	3-25-1929	Box Shop	5
Frank Billotta	3-28-1929	Roofing Plant	5
Phillipsdale			
Henry Phelps	3- 7-1909		25
Helge Holter	3- 4-1912		22
Joseph DeCosta	3- 5-1924		10
Chicago			
Joseph Blosky	3-11-1919		15
Orlando Cozzi	3-19-1929		5
George Hornof	3-20-1929		5
Canada			
W. R. McNeil	3-23-1901	Montreal	33
C. M. Canfield	3- 1-1919	Toronto, Ont.	15
D. Jennings	3-24-1919	Hamilton, Ont.	10
L. E. Bellanger	3- 1-1924	Quebec	15

MAIN OFFICE AND SALES

Mr. Whitney, one of the men here from the Ediphone Company, has been the recipient of much attention and favors. He even received the "cutest" Valentine.

Dorothy Elwell has been transferred from Cost Accounting to the Billing Department, where she is warmly welcomed.

The Flooring Sales Department welcomes Gladys Duncan. We hope she will enjoy her work with us.

We heard that John Puckey has been snow bound somewhere in Maine. Any information concerning John's whereabouts will be greatly appreciated.

Evelyn Wadleigh is now in charge of the Stenographic Department. We hope she enjoys her work as much as the girls enjoy having her with them.

Gertrude Brady sprained her ankle recently and spent two weeks at home. Now that she is back to work once more the only thing she is worrying about is that one ankle is bigger than the other one. Cheer up, Gert, it will return to normal before long and then you can stop worrying about how trim your ankles look.

Dan Cupid did not forget Ollie Dobson on Valentine's Day. Six mail trips were counted as coming from the post office direct to Ollie's desk.

Wylie MacIvor is getting plenty of exercise shoveling his way out of New Hampshire towns. Cheer up, Mac!—Holmes Whitmore had to get up at five o'clock and shovel his way out of Walpole!

Dimon Merrill's three weeks' business trip in the South certainly prevented him from seeing New England's weather in all its fury.

We hear that Frank Vietze had a very good time at the Charity Ball on the night of the recent Holiday.

Jean Angus was among the many loyal rooters who could be found at the Arena any Saturday afternoon cheering for Walpole High Bay State Hockey Champions.

Eleanor Whitehead and Betty Benson made a "swap" lately. Eleanor took over Betty's duties in the Mail Room, and Betty took over Eleanor's duties in the Accounting Department.

Congratulations to Holmes Whitmore who was married on Saturday, February 10th, to Miss Marjorie Trowbridge of Newton. They are now living on Beacon Street, Walpole.

MAIN MILL

Good news for Charles Rafuse. They plan to build a Terraplane in 1935 that will start even in cold weather.

It would have paid Bob Hood to have seen Roy Gardner about an automobile before he traded for a Chevrolet. Roy owns an Oldsmobile and according to him its the *only* car on the market.

Phillipsdale, R. I. Mill

Dudley Perry has announced the arrival of Henry Williams Perry on January 30. This is another grandchild for Henry Phelps.

We were sorry to hear of the death of Anthony LeClair's mother and also of Henry Gibb's father-in-law.

We hope that Joe Farrell and Charlie Riley will be back with us soon. They are both out sick at present.

We are glad to hear that John Vargos, who has been out since October with a broken leg, will be back with us soon.

Les Howard spent most of one of the recent cold nights fighting a fire in Warren and then came in to work the next day.

We hear that Herb Chamberlain is in the market for a new car again. Not only does the new Dodge use what he considers to be a lot of gas but it also had a flat tire recently.

Knee action wheels didn't come in any too soon for the roads which we have now coming in to the mill.

The boys are quite proud of their new Fordson tractor which seems a "pleasure" to crank.

Fergus Christie is taking good care of his new Plymouth keeping it well under cover until warm weather starts again.

ROOFING PLANT

Victor Makela says there is nothing like his hot water heater on the cold days. It is so hot he has to open the windows to cool off the house.

Our sympathies to Henry Morgan on the death of his mother, and to James Belcher on the death of his father.

Congratulations to William Carr who joined the ranks of the ancient and honorable benedicts on February 17th. Mrs. Carr was formerly Miss Catherine MacDonald of Prince Edward Island.

We welcome back John Wosner after a long absence due to a broken leg.

We are looking forward to the return to good health soon of both John Brookes and Henry Smith. Both have had more than their share of illness.

Frank Ross has left the Roofing Mill to further his education at the more refined surroundings of the Flooring Plant.

William Bishop has parted with his Chevrolet and is now sporting around in a new-to-him-Essex, along with a new moustachio.

We are glad to welcome John G. Graney to the Maintenance Department.

Carmen Porozzo has been transferred from Shipping to the Yard, and Peter Maduskine has been transferred from Stock Handling to the Electrical Department.

Our sympathies are extended to Edward Lincoln on the loss of his mother.

We were very much surprised to hear that Stanley Phillips could get no further than the first round of the ping pong tournament. We had great faith in you, Stanley.

We were pleased, however, to hear that our champion, Eli Chamberlain, reached the semi-finals in the tournament. Better luck next time, Eli.

FLOORING PLANT

Back to the Gay Nineties—It is just an old Floor Covering habit, but sleigh rides are not a thing of the past. On February 7th the Waxbacks found an old time four-horse sleigh and proceeded to "make merry." It was not moonlight, but that did not matter, for MacCarthy's cider mill was the destination and nothing mattered on the way home.

CHICAGO MILL AND OFFICE

Members of this plant sincerely donated to a subscription and gave a small Philco portable radio to Tony Ecklund. This radio has pleased him a great deal, and will help to pass the time he is now spending with more enjoyment. The giving is truly significant of the splendid spirit always displayed by men of the Chicago Plant. This deed we know will never be forgotten by Tony.

Did you know that Marshall Meyer is taking up Ping Pong by a well known player's correspondence course?

Bill Kennedy is confined at home. Here is hoping for a speedy recovery.

Chicago will soon be a well-known winter resort if the mild weather continues as it has the past two months.

Bruce and "Whimpy" are not the same character. This error seems to be the outgrowth of a certain article in last month's edition of the magazine.

Eric Gach has challenged the great booster Marshall Meyer to a Ping Pong game. Eric first learned the game in Arabia and as is significant of all great professional athletes, he puts his great body of muscles and every ounce of energy into the game. He is the first one to inaugurate the use of a nose in such a strenuous endeavor and he uses strategy in every sense of the word—even to the task of picking up a ball. While performing this rare task he reduced lost motion to a minimum by blocking his nose on the edge of the table and eliminated the chance of bending too far down. This act should go down in the annals of the sport world and should be known as the Schnozzle play.

As a tribute to him for conceiving this new play, we should all dub him "Schnozzle," as most of his illustrious followers

have already done. We hope this write-up will not daunt the courage of Tiger Meyer, but since he is a man of superior nerve we know it won't harm his morale.

To a great many people February means Valentine Day. The girls in the office complained that their homes looked like a gangster's funeral—so many flowers. To Gene it was quite fruitful. It proved he was the apple of someone's eye.

February also was the birth month of our twins—Edith and Frances. They treated the office with candy.

Another birthday was that of Ann Pollock. Instead of treating with candy, she brought Humentoch—Hum—Homan—er—oh well, some very delicious cakes which she made with her own "itty-bitty" hands.

ACCIDENTS INCREASE

(Continued from Page 1)

in the ice, causing an unexpected pull, which wrenched and strained Ceglarski's back. Still out.

Lewis Keddy, Paper Machines, was helping move some rolls on February 22nd, and a small roller ran over his left foot. It later developed that this had caused a fracture of his toe, and he lost two days early in March.

Watch your step. ACCIDENTS MUST BE REDUCED.

PING PONG TOURNAMENT

by
Gordon Wilson

JAMES GARNER, Flooring Plant star, won the Championship of the first Ping Pong Tournament which was completed last month. Frank Clem won from Eli Chamberlain, and Garner won from Charles Davenport in the semi-finals, and then Clem and Garner met in a match which lasted five sets before the championship could be decided. These matches were played on the new table at the East Walpole Brigade Room.

Entries are now being taken for the next tournament—singles and doubles.

Sign up now with one of the following men: Frank Vietze, Frank Reynolds, Frank Clem or Gordon Wilson.

Prizes will be awarded to both winners. Entrance fee, 10 cents per man for each tournament.

A new potential champion has arrived at the Tile Department in the person of Victor Babel. Babel has beaten both finalists of the last tournament consistently. The Floor Covering Brigade Room sees plenty of red-hot matches every noon-time. Kaino Paajanen is king of the 4 x 9 hardwood table.

All Bird & Son workers are cordially invited to join the new tournament starting the week of March 12th. We hope there will be an even bigger response than last time. It isn't necessary to be a top-notch player. This tournament is organized to give as many as possible the fun of playing the game. So don't hesitate about joining up, even if you don't rank among the first ten players.

PLANT COUNCIL ACTIVITIES

AS a result of the recommendation of the Box Plants' Council, work has been started on a Smoking Room for the employees of No. 1 Box Shop. It is to be located at the east end of the third floor in the space now taken by a small locker room and part of the girls' rest room.

Work is being rushed along on this job and it should be completed before very long. It will undoubtedly be very much appreciated, as the nearest Smoking Room for the Box Shop workers has previously been the Main Mill Brigade Room.

The Container Code is the latest Code to be accepted. It went into effect on February 12th, but does not mean any change in hours, and operations will continue the same as under the Blanket Code.

There were good discussions at all the Plant Council meetings, and numerous matters have been brought up and satisfactorily settled, or are now being investigated, proving the usefulness of the new organization, even though it has been functioning only a short while.



STANDING OF BOWLING TEAMS

February 28, 1934

AMERICAN LEAGUE	Won	Lost	Per Cent
Roofing Machines.....	31	17	.646
Finishing Mill.....	28	16	.636
Cost Accounting.....	34	22	.606
No. 1 Box Shop.....	24	24	.500
Paper Machines.....	11	37	.229
Boiler Room.....	4	48	.076
NATIONAL LEAGUE			
No. 2 Box Shop.....	41	15	.732
Shoe Carton.....	30	18	.625
Machine Shop.....	30	18	.625
Maintenance.....	30	26	.536
Accounting.....	25	27	.480
Rug Finishing.....	16	36	.308

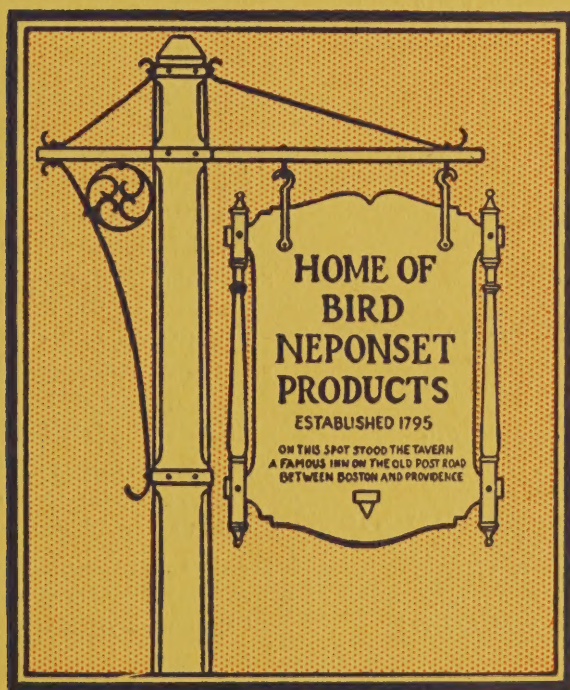
TEN HIGHEST BOWLERS

February 28, 1934

Name	Team	Average
Hoyt.....	FX2	100-14
Koebe.....	DF	98-17
DiFlaminies.....	FXR	98-14
Dine.....	FX2	97-14
Duncan.....	EM	96-3
Farris.....	FFR	95-28
Bergstrom.....	DMP	95-6
Jonah.....	DF	94-19
Doyle.....	FBM	94-9
Kimball (Albert).....	AC	94

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



VOL. XXII NO. 4

APRIL 1934



Paper Mills
East Walpole, Mass.
Phillipsdale, R. I.

President, PHILIP R. ALLEN
Vice-President, GEORGE R. WYMAN

PHILIP R. ALLEN
AXEL H. ANDERSON
PHILIP H. BAILLY

EXECUTIVE

Executive Assistant to President
Treasurer and Comptroller, A. H. BARTLETT
Assistant Treasurer and Credit Manager, H. E. D. SAWYER, JR.
Auditor, W. C. AHLGREN
Purchasing and Traffic, A. H. BARTLETT
Assistant Purchasing and Traffic Manager, B. D. ROBERTS
Director of Research, E. M. WILKINS

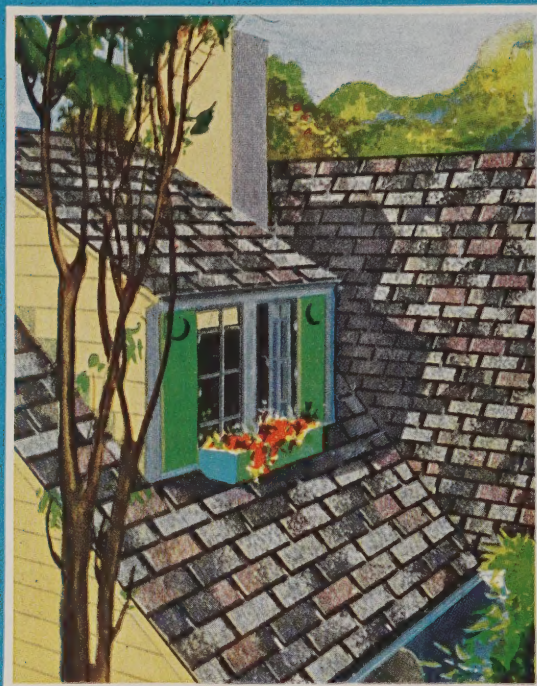
SALES

General Sales Manager, P. H. BAILEY

Sales Manager Paper Division, W. E. HICKS

Assistant Sales Manager, W. E. HICKS
Sales Manager Roofing Division, P. H. BAILEY
Manager Eastern Division, W. E. HALE
Manager Southern Division, A. D. KILHAM
Manager Western Division, W. W. WILSON
Flooring Division (Bird & Son Sales Corp.)
Vice-President and Sales Manager, H. E. SAWYER, JR.
Manager Eastern Division, W. B. ROGERS, JR.
Manager Western Division, R. W. WESTCOTT
Sales Manager Box Division, C. H. ANDREWS
Sales Manager Carton Division, A. M. CLAFFEE

BIRD *shingles*



THICK BUTT



Roofing Plants
Norwood, Mass.
Chicago, Ill.

H. BARTLETT
H. ANDERSON

LEE
MACOMBER
GEORGE R. WYMAN

ROBERTS
Manager, P. N. HILLS
Carton Divisions,

WILKINS
UPPER
S. JACKSON
ANDERSON
BURY

Superintendent Flooring Division, R. M. WIGHT
Assistant Superintendent, B. H. BAILEY
Chief Chemist, J. E. GRAHAM
Superintendent Eastern Roofing Div., E. L. CHAMBERLAIN
Assistant Superintendent, G. E. SMITH
Chief Chemist, M. R. BEASLEY
Superintendent Western Roofing Division, J. G. YOUNG
Assistant Superintendent, J. F. MATCHA
Chief Chemist, ERIC GACH

Branch Offices

New York, Chicago

Warehouses

EAST WALPOLE, MASS., NORWOOD, MASS., CHICAGO, ILL., BROCKTON, MASS., SOUTH KEARNY, N. J.

Flooring Warehouses

ALBANY, BALTIMORE, BOSTON, BROOKLYN, BUFFALO, CHICAGO, CINCINNATI, CLEVELAND, DALLAS, DETROIT, EAST
WALPOLE, GRAND RAPIDS, HARTFORD, HOUSTON, INDIANAPOLIS, KANSAS CITY, MILWAUKEE, NEWARK,
NEW ORLEANS, OMAHA, PEORIA, PHILADELPHIA, PITTSBURGH, RICHMOND, SAN FRANCISCO,
SAN ANTONIO, ST. LOUIS, ST. PAUL, SYRACUSE, WASHINGTON

BIRD'S NEPONSET REVIEW

Vol. XXII

April 1934

No. 4

100,000 TRANSACTIONS MUST NOT GO WRONG!

Our Traffic Department Directs All Handling of Raw Materials and Finished Products

A TRUCKLOAD of waste paper comes into the East Walpole Mill, a shipment of felt starts on its way from Phillipsdale to the Roofing Mill, a dozen carloads of shingles, and as many more carloads of rugs, leave our Norwood Plants for dealers all over the country—all this is routine business for our company—but who directs all

important than expense, the order will get a fast freight or special trucking routing. Freight service has improved remarkably in the last few years. For instance, formerly it took from three to five days for a shipment to reach a point as near as Newark, N. J. Now an order leaving here one morning is put on the "Speedwitch" fast freight



Our Traffic Department: Margaret Crane, John Robertson, Michael J. Hawkins, Manager, and John Barry

this activity, making certain that the felt, the paper, and the finished products reach their proper destinations in good condition?

The "control board" for all these operations is the Traffic Department with its office in the No. 2 Box Shop Building, directly over the Brigade Room. Here are the men who decide the best routings for both incoming and outgoing materials, and who issue the orders so that all our immense amount of stock is moved swiftly and economically from one place to another.

When an order is received at the Sales Department, a copy is sent to the Traffic Department. Each order is treated as an individual case and assigned the routing which will get it to the customer at the time he wants it. If it is not a rush order, it is routed as economically as possible, by boat or regular freight service. If time is more

at Providence, and is delivered to the Newark dealer before ten o'clock the following morning.

When the Traffic Department has decided upon the proper routing for an order, it sends the order to the Shipping Department concerned. Here a bill of lading is made out and returned with the order to the Traffic Department, when the goods are ready to be shipped. After this final check-up, the bill of lading goes to the freight office, which in turn bills Bird & Son for the service. This freight bill is also checked by Traffic, as to the weight and the rate, and then Traffic continues to follow the shipment until it reaches the dealer's warehouse.

Quite frequently our dealers will request a special routing for their shipment and the Traffic Department complies with their wishes if possible. However, it sometimes happens that the requested

routing may be very expensive, or undesirable for some other reason, and when this happens, it is the function of the Traffic Department to notify the dealer, and if he agrees, to change the routing to the better one. We save many dollars annually for our dealers by showing them more satisfactory ways of having their goods shipped.



The Traffic Department directs where all incoming materials shall be delivered. This picture shows our men unloading paper stock in our East Walpole Mill Yard

A special service which our Traffic Department offers is the adjustment of dealers' complaints on traffic service. Realizing that many of our dealers are not in a position to deal effectively with the transportation systems in cases of dispute, we ask these cases to be referred to us, and through our contacts with the various companies we are able to bring about a satisfactory adjustment. Because of our careful routings, complaints about rates or damaged goods are not common, but mistakes do happen even on the best regulated of railroads, and our dealers like to know that we stand ready to help them when help is needed.

Last year 15,000 cars were loaded or unloaded at our shipping and receiving platforms, and about 46,000 tons of freight were handled by trucks. There were 103,000 separate transactions handled—85,000 outgoing with finished products, and 18,000 incoming with raw materials. Although our trucking business is fairly large, it is interesting to note that we do not operate any trucks of our own for shipping purposes, but let all the business out on contract to independent companies. One reason that the trucking business is so heavy is that an increasing number of our customers are requesting delivery by truck, especially on short hauls. The best all-round service seems to be a combination of both trucking and railroad service, using one in conjunction with the other to speed up delivery.

Bird & Son is a member of two large Traffic Councils which meet quarterly. One is the Prepared Roofing Association and Asphalt Shingle Industry Traffic Council, and the other is the Hard Surfaced Floor Covering Association Traffic Council. Through these organizations we keep in touch with the latest developments in handling the kind of shipments in which we are interested.

All this business sounds as if it would require a large force to handle it, but the Traffic Department proper consists of only four persons—Michael J. Hawkins, Traffic Manager; John Robertson, John J. Barry and Margaret Crane. Of course, "traffic" operations include a much larger force, taking in all our various shipping and receiving departments, and it is only through the cooperation of all departments that speedy service can be assured.

SELLING THE PRODUCT

(Actual experiences of our salesmen during the past two months)

H. P. Morton reports that a concern in Fitchburg, Mass., applied a large quantity of Paroid No. 75 with quick setting cement and blind nailed laps, early last fall. A recent check-up showed that this roof had withstood all the severe storms of the winter and is in splendid condition.

G. G. Sheehan reports that the Lake Champlain region is already thinking about summer. Several dealers in that region have purchased Rubberlike Flooring for use on swimming and diving floats, spring boards and small docks. It is ideal for this use.

Mr Ray Hall, Manager of the Sturtevant and Blood Company, Owosso, Michigan, has had a unique experience in promoting the sales of roofing. About fifteen years ago this company decided to concentrate on the Bird Line of Roofings and put on an aggressive campaign to sell roofs. No finance plan was used—only cash or short term credit accounts were sold, one quality merchandise was adhered to, and today they have a record of over 1000 roofs applied with perfect satisfaction. Even during the depression their business has held up surprisingly well. Bird & Son has recently issued a bulletin about Mr. Hall and his activities, which is well worth reading.

A residence in Sumter, South Carolina, recently caught fire and was badly damaged. Two houses in the neighborhood with wooden shingles caught fire from flying sparks, and one of them fully 200 yards away, was burned to the ground.

A house only 25 feet away from the fire, and covered with Bird Shingles, was only slightly damaged. The roof is still in such good condition that it can be easily repaired and will continue to give many years of service.

Another use for Rubberlike recently reported is as a runner for aisles of churches, offices, theaters, etc.

F. B. Ross, Roofing Salesman, recently received the congratulations of the sales department by keeping his eyes open and getting some very special business in fibre case wrapping. A Baltimore concern sells finished doors and windows, and Mr. Ross was able to sell them Bird Fibre case material as wrapping to protect the goods during shipment. Mr. Ross is a Roofing salesman, but it paid him to remember that his company made other products than those he handled ordinarily. Just as we go to press, word comes that Mr. Ross has received another good-sized order for this same type of business.

(Other interesting stories about Bird salesmanship, or the quality of our products, are solicited. Address all communications to Department GR.)

SUGGESTIONS

AT the regular meeting of the Suggestion Committee on March 7, 1934, the following suggestions were accepted:

Classified as No. 2 Suggestions, showing savings in Manufacturing cost, and given an award of \$10.00 each:

New Throw-out Latch-Bliss Stitchers Samuel Hunter, FFXF
Flange Slots to Hold Dry Felt on Shaft

Classified as of intangible value and given an award of \$5.00 each:

Conveyor for Orders from FXCM2 to FXGM3 and 4

Crease Rolls at No. 1 and No. 2 Box Rotaries

Safety Stop-Pebble Mill (FF)

Change Valve on Oil Line in FFN

Enlargement of Plate Room

Air Hose with Small Nozzle for Plate Room

Adjustable Trim Guard at DF Slitters

Change Drive Shaft on FXRM13

Arch Between Slitters and Pull Rolls—FXC

Lever on Ductor Blade on Water Roll FXCM1

Sample Cans of Plastic Cement and Roof Coating

I-Beam and Chain Falls for FB Doorway

Install Water Faucet on FXCM1

Lower Soapstone Feed Box

Stationary Pin on Clamp used by Pullout Gang

Relocate Sprinkler Pipe Line to Screen Platform FFN

Saturator Looper Scraper R. Koerbel Smith, Chicago
Change Foot Accelerator on Tractor Everett Tripp, FFMS
Magnetic Switch for Save-alls Edgar C. Vatcher, DPB

GET A STICKER

BIRD RUGS—BIRD ROOFS

IF you are just registering your car, or if you have not yet procured your Bird & Son stickers for your car, we suggest that you get them today from your plant office or from the Sales Promotion Department at the Main Office.

Everyone should use these stickers on his car. They will fit well into your rear window or on a corner of your windshield, and will be a great help in advertising our products to the public.

Be a Bird Booster this summer. Get your sticker NOW!



The Traffic Department issues the shipping orders which start the operations at all our shipping platforms. This scene is at the Flooring Shipping platform.

QUESTIONS AND ANSWERS

1. In what department are brass tools used, and why?
2. What is the average life of a Paper Machine Felt on No. 5 Machine?
3. If a felt has once been torn can it be used again?
4. What is the largest felt we use and on what machine is it used?
5. On the steam line between East Walpole and the Norwood Mills there are a number of U-shaped or S-shaped bends, such as the one near the East Walpole Brigade Room entrance. What is the purpose of these extra bends?

Answers to these questions will be found on Page 9.

FOR A BEAUTIFUL FLOOR USE BIRD DURACORK

SPRING this year finds our latest new product—Duracork—in the limelight, gaining in popularity and creating a demand which is keeping the Duracork Department running full time with a personnel of 26 men.

Duracork as most of us know, is a refinement of our former product, Jaspe, and has no equal as an inexpensive, long-wearing composition floor covering. There is nothing else like it on

of harming the material and with a minimum of effort.

Credit for developing and perfecting this new product goes entirely to the Research Department which has experimented upon and tested the floor over a period of several years. The work has been done by James E. Graham, chemist, assisted by Norman Brookes and Sidney J. Taylor. The entire problem has been under the



A new installation of Duracork in a Barber Shop at 1061 Cambridge Street, Cambridge. Duracork is particularly good in a shop like this because it can withstand a lot of wear and is easily kept clean

the market, which makes it a distinctive product, both to sell and to buy.

It is sold in the following colors: light green, dark green, blue, gray, black, brown, oak and rust. By using one color for the center of the floor, a feature strip of another color, and a border of a third color, it is possible to build a number of very striking and beautiful floors, to harmonize with any color scheme. The colors are sheeted onto our saturated felt by a special process developed in our Research Laboratories. The finished product has a smooth, beautifully-grained surface which is at the same time tough enough to resist hard usage, and flexible enough to lay easily.

In addition to its "good looks," Duracork has two features especially attractive to the busy housewife—its smooth surface is extremely easy to clean, and its unique composition makes it resistant to the action of soap, so that it may be safely washed as often as desirable without danger

supervision of Edwin M. Lines, Director of Research.

Department FFG, which makes the Duracork, has a force of 26 men working in two shifts of eight hours each and turning out a sizeable amount of the product each week. Sidney J. Taylor is head of this department with James Garner and Roscoe Shorey as assistants.

This product, like all other Bird products, is on sale at special prices to Bird employees—strictly for their *own personal use*. If you are considering a new floor in kitchen, bedroom, bathroom or sun-porch, it will pay you to look into the possibility of this new product. Samples and patterns are on display at the Flooring Sales Department, and orders may be placed through them, or with your foreman.

We recommend this floor to you, and hope that you in turn will recommend it to your friends and acquaintances. We know it will please.

GARDEN HINTS

GIVE YOUR LAWN A CHANCE

IS your lawn run down and full of weeds?

Perhaps all it needs is a little attention and the proper feeding. Here are directions prepared by Massachusetts State College authorities, telling how to restore a poor lawn.

1. Be sure your lawn gets plenty of the right kind of fertilizer.
2. Remember that acid reacting fertilizers drive out weeds and blue grasses and encourage the desirable bent grasses.
3. Apply fertilizers twice each year—in April and the middle of June.

Safest of all lawn fertilizers, and very good.

Sheep Manure: Organic (24 lbs.). Neutral or alkaline in reaction. Encourages weeds and clover. Undesirable.

Stable Manure: Organic (125 lbs.). Neutral reaction. Fairly rapid. Good to use.

Lime: (40 lbs.) Use only on heavy clay soils.

Poultry Manure: Commercial Dried makes excellent fertilizer. Local poultry manure should not be used unless it has been composted at least six months with sand or earth. Excellent lawn fertilizer.

Nitrate of Soda: (8 lbs.) Alkaline reaction. Good only for Rough Stalked Meadow grass and other blue grasses. Apply during heavy rain, or thoroughly wash in.

Sulphate of Ammonia: (6 lbs.) Acid reaction. Very rapid. Excellent lawn fertilizer. Discourages weeds and clover. Must be applied with great care during heavy rain or thoroughly washed in.

The attractive store of Bergardi Bros. at 18 School Street, Boston, with a new Duracork floor. The color combination is rust with a black border



4. If you have to water the lawn in dry weather, give it a thorough soaking once in six or eight days. DO NOT SPRINKLE it for 15 to 30 minutes in the evening. Short sprinklings draw the grass roots to the surface where they are susceptible to wear, drought, freezing.

5. Most weeds in a lawn will die out if the grass itself is properly fed. To eliminate large areas of dandelions, dissolve 1½ lbs. iron sulphate in 1 gallon of water, and spray the areas with a fine mist sprayer. This will turn the lawn brownish black for six or eight days, but will not permanently injure the grass if properly applied.

6. Refer to the following table of fertilizers to see which is best for your lawn:

(Figures give rate of application per 1000 square feet.)

Bone Meal: (18 lbs.) Slow acting. Favorable to blue grasses. Encourages weeds and clover. Do not use alone.

Cottonseed Meal: (16 lbs.) Neutral in action. Rapid.

Muriate or Sulphate of Potash: (9 lbs.) Slow acting. Use only where moss and sorrell indicate that the soil is depleted of plant food.

Wood Ashes: (40 lbs.) Alkaline reaction. Encourages weeds and clovers. Should not be used.

50-

TO KILL OUT WITCH GRASS

IF your vegetable garden is over run with heavy weeds or witch grass—or if you are starting a new garden in a plot that has been sown to grass for several years, try the following method of eliminating weeds. It is slow, as it means spading by hand, but it will do the trick every time.

1. Dig a trench the width of the plot and to the depth of at least two spadefuls.

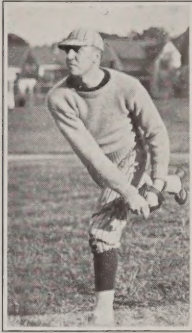
2. Now start on your second row. Dig up the sod, and place it upside down in the trench you have just dug.

3. Continue digging your second trench to the depth of the first one, throwing the earth on top

(Continued on Page 7)

WE HEAR RUMORS

IT is still early in April, and the Athletic Field is still pretty swampy in spots, but it is not too early to hear rumors about a bigger and better season of sports this summer. Already there have been several reports of sore muscles



as the result of too much "warming up" with a baseball or a golf stick, but as for the Soccer boys, they would have kept right on playing all winter if it had not been for the ten foot snow drifts.

Baseball will get under way the last of this month when a meeting will be held to elect a Captain and a Manager for the season. And if it is anything like last year or the year before, it is going to be another wonderful year for the baseball fans. In two years our team has won fifty games, lost only sixteen, and tied one. Last year we won twenty-two games straight before suffering the first defeat. Of course, no plans for the coming season have as yet been made, but because of the great success the last two years, we will probably continue the policy of playing independent teams, rather than joining a League. Veteran players that can be counted on include: "Bullet" White, "Irish" Oakes, Bill Murphy, Leon Zinkowsky, and Joe Jarlis. Other players who can probably be counted on are John Dixon, Stan. Slavin, Bud Hale, and Ray Walton. There are also a large number of new workers who have joined the company since last year and we hope a couple of Babe Ruths will show up among them.



Golf will start with the change to Daylight Saving time the first of May, and we hear reports that a bigger and better League is in the making. We have one of the finest golf courses in the vicinity at the Walpole Country Club and it promises to be well-patronized by Bird & Son men this summer. The Personnel Department won last year's tournament, but threats from the Norwood



Plants and the Sales Department make it look as if it might be a different story in 1934.

Tennis cannot get well under way until the courts recover from the hard winter, but the Tennis Club hopes to get started early, nevertheless, and looks for a successful season. Because of the increase of experienced players, there will be more outside matches than usual and plans now include several stronger clubs among our opponents. The membership will probably be larger this year, as a number of new experienced players are expected to join, as well as a group of younger players.



Competition in the Bowl Tournament is becoming keener each year and the fur should fly more than usual this season.



The Soccer team has already started to continue its series which was interrupted by the bad weather of February and March,

and we find all the old players back in good form again, along with a number of new ones.

So far we have not mentioned some of the biggest thrills that the season may offer. Last year the boys at the Flooring Mill put on two or three exhibitions of baseball among themselves that were worth talking about; and Chicago also reported considerable excitement, both in Baseball and Tennis. But the real thrill of the season would be another baseball game staged by the girls in the office. The exhibition last year brought out all the latest styles of beach pajamas and hiking outfits, and brought to light some real talent. The final score—27 to 22—speaks for itself. No official announcement has reached us yet, but we hope there may be a second game this year. It will be a game you won't want to miss!

To every new worker we extend a cordial invitation to sign up in the sport in which you are most inter-



ested. Watch for announcements of meetings and practices which will soon be posted on the bulletin boards. We are unusually well equipped with a fine athletic field, a good golf course and nine tennis courts, all of which are open for the use of Bird & Son employees.



VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during the month, and of those who complete twenty or more years during April:

			Years
John M. Smith	4- 9-1879	Retired	55
Frank Fisher	4- 3-1895	Safety Inspector	39
John J. Linnehan	4- 7-1897	Paper Mill	37
George Doderer	4-17-1897	Paper Mill	37
John Hale	4-11-1899	Maintenance	35
Edward Bonner	4- 1-1900	Paper Mill	34
Kenneth McLennon	4- 9-1900	Paper Mill	34
George W. Towle, Jr.	4- 1-1901	Main Office	33
Michael Powers	4- 5-1901	Maintenance	33
Mary Sline	4-11-1901	Box Shop	33
Coleman Howe	4-21-1901	Paper Mill	33
Fred W. Shepard	4- 1-1902	Janitor	32
John Spillane	4- 9-1902	Paper Mill	32
Gustaf Johnson	4- 1-1903	Roofing Plant	31
Patrick Hessian	4- 4-1903	Maintenance	31
Halburton Dobbins	4-25-1903	Maintenance	31
Joseph Sinkovitch	4-13-1908	Maintenance	26
Joseph Aukstolis	4-25-1908	Roofing Plant	26
John E. Maguire	4- 4-1911	Paper Mill	23
Arthur Connelly	4- 8-1912	Box Shop	22
Charles Geigol	4-15-1912	Paper Mill	22
James Porshinsky	4-22-1912	Roofing Plant	22
Tony Milus	4-29-1912	Roofing Plant	22
August F. Linde	4-11-1913	Power and Steam	21
Patrick McNulty	4-11-1913	Power and Steam	21
John Grusacki	4-25-1913	Box Shop	21
John Leston	4-28-1913	Paper Mill	21
Joseph J. Rosevitch	4-29-1913	Paper Mill	21
Festus Connolly	4-24-1914	Maintenance	20
Wm. Shusta	4- 4-1919	Paper Mill	15
Roscoe Shorey	4- 7-1924	Flooring Plant	10
August Purpura	4- 8-1924	Roofing Plant	10
Harold Johnson	4-14-1924	Flooring Plant	10
Lewis Gammell	4-14-1924	Flooring Plant	10
Leo Hagerty	4-16-1924	Office and Sales	10
John Sorjanen	4-17-1924	Flooring Plant	10
John Janasaitis	4-18-1924	Flooring Plant	10
Lawrence Angelo	4-21-1924	Flooring Plant	10
Oscar Satirdal	4-24-1924	Roofing Plant	10
Stanley Moore	4-25-1924	Flooring Plant	10
Joel Tammelin	4-30-1924	Flooring Plant	10
Albert Hammond	4-30-1924	Box Shop	10
John Stankevich	4- 5-1929	Flooring Plant	5
Ralph Clifford	4- 8-1929	Roofing Plant	5
Michael Sameski	4-11-1929	Box Shop	5
Joseph Strumski	4-15-1929	Roofing Plant	5
Nelson Phillips	4-18-1929	Flooring Plant	5
Robert Barss	4-29-1929	Flooring Plant	5
Chicago			
Gordon V. Wikelund	4-18-1929		5
Thomas Jones	4-23-1929		5
Waldo M. Overholt	4-23-1929		5
Canada			
C. Parsons	4-16-1906	Hamilton, Ont.	28
E. Patisface	4-21-1913	Hamilton, Ont.	21
W. Grisdale	4-21-1919	Hamilton, Ont.	15

R. C. Crooker	4-16-1929	Montreal, Que.	5
A. Lacombe	4-23-1929	Montreal, Que.	5
F. G. Ross	4- 4-1929	Hamilton, Ont.	5
J. Rodger	4- 9-1929	Hamilton, Ont.	5
P. Conville	4-16-1929	Hamilton, Ont.	5
Mrs. H. Evans	4-22-1929	Hamilton, Ont.	5
R. Laperriere	4-26-1929	Pont Rouge, Que.	5

CORRECTION

Through error last month the name of Dan Jones was included on our Veterans' List. Mr. Jones died on June 21st, 1933, but had he been living would have completed 37 years of service on the fourth of March, as recorded in last month's issue.



GARDEN HINTS

(Continued from Page 5)

of the sod in trench No. 1, thus burying it eight to ten inches underground.

4. This same process is continued over the entire plot of ground until all your sods with their roots of weeds and grasses are buried completely under a layer of new soil nearly a foot deep.

The result is a garden with a soil almost completely free from summer weeds of any kind. The buried sod will rot and in the course of a year will furnish excellent fertilizer for your garden. By the end of the season you will be able to find hardly a trace of the sods which have been troubling you.

An additional precaution may be taken by using Bird's Paper Mulch between the rows, after the planting is done. This will prevent the growth of any weeds which might grow in the new top soil, and will also save many hours of cultivating, as well as conserve the moisture in the soil.



OLD-FASHIONED AND WILD FLOWER GARDENS

WE have heard of a number of people who had a great deal of pleasure and satisfaction last year with either old-fashioned or wild flower gardens, purchased at a very small cost by buying one or two packages of mixed seeds such as are sold by almost all the local seed companies.

The seed rarely costs more than 25 or 30 cents and anyone who enjoys flowers at all gets a real "kick" out of watching the seed come up and the various plants develop. With a little care and cultivating you can have riot of color in your garden all summer long.

To keep the moisture in the soil and give your seeds a better chance, we suggest buying a small amount of peat moss to cover the top of the ground. This will make the soil lighter, and prevent it baking down.

BIRD'S NEPONSET REVIEW

Vol. XXII.

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No. 4

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In the Interests of the Company and Its Workers
For the Promotion of

Good Service

Good Business

Good Will

MILLS: East Walpole and Norwood, Massachusetts;
Phillipsdale, R. I.; Chicago, Ill.

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One way to insure success is to be prepared for failure.

SINCE A YEAR AGO

PAPERS lately have been full of comparisons of present conditions with those of one year ago, after President Roosevelt had been in office a month. When we attempt a similar comparison within our own company, we find present conditions very encouraging.

Such a comparison was made at the recent Supervisory Group meeting on March 22nd, and from reports of that meeting, not only the present, but the future looks very bright.

1. Business picked up very definitely last Spring, enabling all employees to get practically full time, and also enabling the company to hire a large number of new employees—many of whom we have been able to keep as regular workers.

2. N. R. A. arrived in July, stabilizing prices, putting a stop to ruinous competition, and enabling us to carry on business with a profit once more. At this time all hourly rates were adjusted by ten percent, bringing them back to the level of the 1929 rates.

3. In September we organized Plant Councils, giving us greater unity of understanding and helping us carry on the work smoothly, in spite of numerous complications arising from differences in the various codes under which we operate.

4. In October salaries were adjusted to offset the second ten percent cut, made necessary the year before because of poor business.

5. In December the bonus payment was resumed, indicating that we had come out of the "red" and made a profit for 1933.

6. Reports at the last Supervisory meeting indicated very encouraging prospects for 1934:

- a. Increased business in several lines.
- b. Expectations of a big Spring increase in

lines which had been low in production during the winter.

We have every reason to know that the N. R. A. has proven a success as far as our company is concerned, and unless there are some very unexpected reverses, we should continue to find our business improving during the next few months, and remaining good during most of the summer.

Millard N. Rines

MILLARD N. RINES, for fifteen years a member of our Accounting and Credit Departments, died at his home in Plainville on March 4th, after a brief illness. He was 58 years old.

Mr Rines first came to Bird & Son in 1905 as a member of the Accounting Department, and about five years later transferred to the Credit Department, where he continued until resigning from the company in 1921 to engage in business for himself. From here he went to Plainville setting up a coal and wood business. He was very active in civic affairs there, and for the past five years had been a member of the board of selectmen.

We extend our sympathy to Mrs. Rines, who was formerly Miss Elsie Walker, for a time secretary to Mr. Charles Sumner Bird.

Irene McNeeley

THE sudden death of Mrs. Irene Delaney McNeeley on Saturday, March 17th, came as a shock to her many friends at Bird & Son.

She was the wife of Harold McNeeley, Maintenance Department, and herself a former Bird & Son worker. She began work in the Stenographic Department in 1923 and in 1928 took over the duties of information clerk, which position she held until leaving the company on January 1st, 1930. She had a particularly fine personality and was held in the highest regard by all who knew her.

Our deepest sympathy goes out to her family, and especially to her husband, Harold McNeeley.

Stephen Reardon

STEPHEN REARDON, a Bird & Son worker for almost fourteen years died suddenly on Friday, March 23rd.

He first began work for Bird & Son on the Roofing Machines in December, 1915, and a year later was transferred to the Solid Fibre

case department of No. 1 Box Shop. He worked for a time as an oiler and cleaner for the Maintenance Department, and in 1926 went back to the No. 1 Box Shop where he continued until the time of his death. He was known as a steady, dependable worker.

He is survived by his widow and five children, to whom we extend our sincere sympathies.

9% or 36%?

WHICH rate of interest would you rather pay on a loan—9% or 36%? When you borrow from any of the so-called “finance companies” and personal loan companies, you will find that their interest rates are nearly always 36% a year on the unpaid balance of the loan—which they advertise as 3% a month.

When you borrow from your own Credit Union the interest rate is only 9% a year on the unpaid balance, for unsecured loans, or 5% a year on the unpaid balance, for secured loans. This means only $\frac{3}{4}$ of a percent a month on unsecured loans, and less than $\frac{1}{2}$ a percent a month on loans with security.

At the Credit Union you can borrow up to \$100 without any security at all, and with security or with co-makers you can borrow larger amounts if necessary. The Credit Committee which passes on all loans meets every Tuesday afternoon, and applications received at the Credit Union by Tuesday noon go before the Committee that night, so that your money is ready for you by Wednesday noon. You may apply through your foreman, or at the Credit Union office. The loan can be repaid in easy installments by deductions from your pay. As the interest is also paid weekly, and amounts to only 17c a week, even for the entire one hundred dollars, the payments can be met easily by everyone.

9% or 36%? Which will you pay when you have to borrow money? Don't be fooled by promises of special service, and confidential arrangements, without embarrassing investigations. Your Credit Union offers all this, too—and the Credit Union's rate of interest is 27% lower!

“HORSE SENSE”

IF you work for a man, in heaven's name work for him. If he pays wages that supply you your bread and butter, work for him, speak well of him, think well of him, stand by him, and stand by the institution he represents. I think if I worked for a man, I would work for him. I would not work for him a part of his time, but all of his time. I would give an undivided service or none. If put to a pinch, an ounce of loyalty is worth a pound of cleverness. If you must vilify, condemn and eternally disparage, why resign

your position and when you are outside, damn to your heart's content. But I pray you, as long as you are a part of an institution, do not condemn it. Not that you will injure the institution, not that—but when you disparage the concern of which you are a part, you disparage yourself.

Elbert Hubbard.

Submitted by our Chicago Office.

Answers to Questions on Page 3

1. In the new Duracork Department. Brass tools are used because there is some danger of certain materials igniting, and brass tools will not strike sparks when struck against other metal.
2. About 12 days for a lower felt and 18 days for a top felt.
3. Small holes can be repaired, but a large tear renders a felt useless for the machines.
4. On No. 5 Machine one of the felts is 179 feet long and 126 inches wide, and weighs 250 pounds.
5. The U- bends and S-bends take care of expansion due to varying temperatures along the steam line. If it were not for these the pipes would buckle or break or push over whatever they were connected with at the other end of the line.

For Sale or Rent

A modern and up-to-date home in the best residential district of Norwood. First floor—sun-room, living room, dining room, kitchen, butler's pantry and hall. Second floor—five bedrooms and a bath. So-cold electric refrigerator, oil heat, two-car garage. Can be rented or bought at a reasonable figure in keeping with present day values. Address S. B. Montgomery, 44 Florence Avenue, Norwood, or care of the Neponset Review, Department GR.



Gus, the office goat opines that the MAIN TEN (plus one) in the Maintenance Department are:

GuttorMsen
UrquhArt
WhIttehead
GraNey
SmiTh
ShEehan
DuNcan
KAy
HessaiN
MC Neeley
DowEr

Notes From Plants and Offices

MAIN OFFICE AND SALES

Alice Clem
Ida Milesky
Sabina Costello
Albert Kimball

Margaret Crane
Dorothy McEleney
Helen Curran
Sophie Eppich

Ruth Milliken

The engagement of Louise Kinsman and Harold Perkins was announced at a party held at the home of Thelma Patton, Wednesday, March 21st. The wedding will take place June 18th.

Hair-dressing notes: Nellie Patinsky has bobbed her hair once more and her present coiffure is very becoming. Dorothy Hartig and Flora MacDonald manage to make both ends meet and wear their tresses pinned up.

If in passing the Stenographic Department, you should see the girls wandering around in circles or doing anything else crazy, you can just take it for granted that one more "new



Ping Pong seems to be our great "winter sport" this year. Here is the championship winner of the first tournament—James Garner, from the Flooring Plant, and the President of the Ping Pong Club, Gordon Wilson, Flooring Plant

method of doing things" has been put into effect and they are just trying to figure it all out.

The death of Mrs. Harold McNeeley was a great shock to her many friends in the office. Mrs. McNeeley was formerly Irene Delaney, our Information Clerk, and was well liked by everyone. We extend our sincere sympathy to her husband, Harold McNeeley, of the Machine Shop.

Bill Sline has been trying to run his auto on water instead of gasoline. He stopped at a gasoline station one morning, filled up with gasoline, and drove off. He didn't get very far before the car stopped. Upon investigation, he found he had filled the tank with water, because of a leak in the garage gasoline tank.

A little bird has whispered that Gertrude Brady has taken up "Terpsichore" to the extent that she is going to take part in one of the forthcoming musical productions of the season to be in Walpole sometime around the middle of April.

WANTED!—A megaphone in good shape, guaranteed to carry a voice a long way. Please forward same to Arthur Wilson. This is just to prevent a disturbance in the Stenographic when he comes over there to discuss anything with anybody.

They said Spring was never going to come—but people are heard planning their vacations. Isn't that a sign of Spring?

We advise you all to keep your distance when Doris Pease goes in for a swim. It's no gentle splash when Doris hits the water. Her instructor at the Y. W. received two extra showers last week.

PAPER MILLS

East Walpole, Mass.

John E. Curran
Herbert Badger
Dagmar Peterson
Herman Nordstrom
Fred Jonah

Edward Geraghty
Charles Rafuse
Sophie Novick
John J. Burke
Mary Driscoll

Mario Boragine

Congratulations to Martin Kane on the birth of a son on March 15th.

Anthony Feeney has changed his evening trips from Medfield to Providence. Foxboro is nearer, Tony.

We extend our sympathy to Harold McNeeley and John Muse in their recent bereavements.

Irish Oakes surely does sleep well at night! This morning he was asked how his eye become swollen, and he answered, "It happened in my sleep!"

Michael Kelly has left the Boiler room and is now operating the Boiler room at the Roofing Plant with Joe "Gould Avenue Mayor" Marsh, another good man from East Walpole Mill. Good luck to both.

We regret to hear that Maurice Sullivan, our genial salvage yard politician is on the sick list.

It is understood that plans are all made for a party down the Cape. Mike Smith and Dobbie are arranging the affair.

Bill Gokey said he is buying a riding habit so that he can play horseshoes. That's how stuck up some people get.

Next to the father, comes the grandfather, in order of congratulations, so we all salute Jack Burhoe. It's granddaddy Jack from now on!

We are all happy to know that Mrs. John McLennan is recuperating very nicely from an operation at the Norwood Hospital.

Ed. Geraghty has traded his straight 8 wolfhound for a two cylinder cocker spaniel. He says he can get five more miles to a gallon.

Phillipsdale, R. I., Mill

Rexford H. Salisbury
David S. Lowry

John H. Nolan
Leslie E. Howard

Arthur Trudell, one of our engineers, brought in an old folding steel rule which he found in his father's tool chest. This rule had stamped on it "F. W. Bird & Son" and seems to be a real old timer.

Joe Moura is establishing quite a record for himself as an economist because of his lucid explanations of the gold standard and other like matters to the boys in the Brigade Room noontimes.

We have received a 40-gallon Foamite extinguisher and two smaller Foamite extinguishers for use in the mill.

Bill Andrews is bringing his Boston bag to work again. Looks like a good sign.

Henry Gibb, who has bought a "new to him" Graham Paige, recently offered to take Walter Gill home. He had little more than got out of the yard, however, when something went wrong and the car stalled, caused, they eventually found out, by the fact that the battery had fallen out. Walter had to act as a lookout while Henry went looking for his battery. Next time Walter is going to walk home as he says he can do it quicker.

Charles Riley, Joseph Ferriera and Joseph Farrell are still out sick but we hope to have them back with us again soon.

Messrs. Henderson and Chamberlain made a flying trip to New Jersey but arrived back safe.

Willie Banks is a very good prospect for some automobile

salesman as his Terraplane stalled three or four times the same night recently.

Our new tar saturating department, DPG, has started running.

We are sorry to hear that the wives of John Harrington, Herbert Black and Carmine Priete are ill but hope they are on the road to recovery now.

We welcome Albert Peterson and Charles Poirier who have started to work in the boiler room, Ted Hilton who has started to work in the shipping room, Manuel Alexander who has started in the cutter room, and Charles Higgins and Fred Matthews who are in the new tar saturating department.

Mr. and Mrs. Theodore Maddern announce the arrival of a second daughter on March 22.

BOX FACTORIES **East Walpole, Mass.**

No. 1 Box Shop

Genevieve Pare
John P. Walsh

Earl Boyden
Ralph Farris

Mr. and Mrs. Richard Sprague are the proud parents of a new daughter. Congratulations!

Stephen Reardon, one of our workers, recently passed away. We extend our sympathy to the bereaved family.

We are glad to have Carl Wurzel back with us after a long illness.

Red Curran has been self-appointed the official match-maker of the No. 1 Box Shop.

Herbert Lewis has been on the sick list for some time. We hope you'll be back with us soon, Herb. Arthur Colburn is taking Herb's place, temporarily.

Henry Dowdie of the Dowdie Stock Farm is going in for pigeon racing. He has made new additions to his loft to accommodate a new lot of racers. We expect to hear from him later.

Signe Erickson is sporting a new diamond. Congratulations, Signe!

Harold Johnson received a severe injury from a fall recently. We hope to see him back with us soon.

We are all sorry for Bill Downing since spring has upset his usual habit of swimming in a hole broken through the ice. Ellen says there's another winter coming, and if we can believe the weather man, Bill will have plenty of opportunity for his sport.

No. 2 Box Shop

John McMahon
Martha McLauchlan

Ambrose Fitzpatrick
Alma Walsh

Frank Eisenhaur

Walter Hartig has the limelight of auto ownership in the Printing Department. He has stepped out with a new, shiny sport model convertible Plymouth coupe.

Maurice Tarr is coming up fast with his game of ping pong. He is at the stage now where he can take Charlie Rafuse two games out of five. His first game in the new tournament is going to be a cinch—for his opponent. He is going to play Jim Garner, the champ of the last tournament. We wish you luck, Maurice.

Seen at the Dedham court house on March 10th—the two Millen brothers, Faber, Harold Higgins, Granville Baker (Roofing Plant) and Frank Eisenhaur. Harold and Frank admit they went down to see the male members of the gang, but we have our doubts about Granville. How did Norma look, Granville, from your perch up on the window sill?

We are all glad to see Mary O'Donnell back after her recent illness.

If anybody needs a radio announcer, just call on Ben Whittier. We highly recommend him.

ROOFING MILL AND OFFICE

Norwood, Mass., Mill

William Bothwell
Stanley Phillips

John White
Charles Norton

Edward Hiller

We wonder what thoughts were running through Ruel Fulton's mind when he awoke one morning recently to find his front hall full of snow. Next time you put the cat out close the door and lock it.

Warren Kumblad has hit prosperity we take it, having bought a home in Brockton. We'll all have to come over and see you some time.

We welcome all the new workers in our various departments.

Congratulations to John Conroy, newly elected Selectmen of the Town of Norfolk.

Pasquale Alberico is the proud father of a baby girl.

Competition is seething in the laboratory "mud-guard mauling and bumper-breaking contest." Warren Kumblad is leading with two brand new smashed fenders, while Milt Beasley ranks a close second with a couple of "bashed bumpers" and a folded-up fender.

Rudolph DiMichele has moved from Rhode Island to Walpole. That shortens up the day for Rudolph, and how!

We sympathize with Domenic DelGrosse on the death of his wife.

We received a visit from Henry Smith during the month.

Ralph Kemp has turned back the pages of time and has re-entered the age of "Hiawatha". With his little pen-knife, he has whittled out an excellent arsenal of bows and arrows. If you doubt his marksmanship, go down his cellar any night and see if he can't hit the bull's eye at the difficult distance of ten feet.

We are wishing Roy Packard a speedy recovery from his illness.

Our wandering boy has returned to his fold again. Yes, Frank Ross is now working on the finishing end of No. 7 Machine.

Interest in the ping pong tournament is quite strong at present. Go to it boys, give them a run for their money.

Santo Columbo had the tough luck to fall and break his hip recently. Here's our best wishes for a speedy recovery.

Now that Ed. Lincoln has unearthed a very rare and costly stamp, he finds no peace from Jim Hanley. Jim is hounding Ed to let him go over his stamp collection for appraisal purposes—at no cost to Ed—only on the condition that if there are any loose or duplicate stamps (probably worth ten times their weight in platinum), Ed must automatically turn them over to Jim.

It is interesting to note what different people say they would do if they won the grand prize of the Irish sweepstakes. Listen to this one: IF I won the grand prize, I'd probably fall into a state of everlasting unconsciousness.

George Urquhart, son of William Urquhart of No. 1 Box Shop. As his broad smile indicates, George thought the coasting was pretty fine this winter!



Things we see and hear day by day:

Ruel Fulton's and Joe MacGregor's faces powdered with their beloved cosmetic—soapstone; Mike Sheehan's "seaman's stroll" to the office; Arthur Spinks' plaintive Chinese version of "Shanghai Lil" (we hope he finds her very soon); Howard Everett's 100 yard gallops from here to there and everywhere; Granville Baker pounding his typewriter with his very "Un-Italian Balméd" hands; Lawrence Galazzi's



Priscilla Marie, year-old daughter of Earl Boyden, No. 1 Box Shop, and her mother. Priscilla isn't sure whether she cares to pose for the camera man or not

"Asphalt Saturated and Coated" over-alls; Rob Roy's Sphinx-like stare, appropriately timed to occur in the middle of a conversation; George Smith's nicely starched shirts, his attractive neck-ties, his well-tailored suits, his—oh, all his clothes; Coleman Foley's perfectly accented brogue and his broad and dominating grin; Pat Reardon's trick method of ejecting that well-known dark amber fluid from his mouth without any collisions with his very, very, non-curling moustache; Jimmy Hanley's highly polished military gait, his "tangled brim" hat, and his distinctive salutations to everyone; Charlie Seavey's inseparable "ten-stick" wad of gum; Ray Call's heated explanations of all the current political questions; and we must mention that we see Doc Watson's stiff kneed strolls day by day too.

FLOORING MILL AND OFFICE Norwood, Mass. Plant

*John S. Smith
Tom Rogers
Arthur Cripps*

*Charles Miller
Lester Evans
Laurence Gammell*

March 15th was a big day at the Flooring Plant. The plant cat presented the world with four kittens, and there were many visitors in the Paint Grinding Department to view the mother with her family. Mother and children are doing, well, thank you.

The father has not made himself known, but the kittens all have whiskers, which is some clue.

Mr. and Mrs. Richard Jenkins are the proud parents of an eight-pound boy, Richard, Jr., who came into this world on March 17th. Congratulations, Dick, but it was hard to tell who smiled the broadest, Dick, or Grandpa Al!

Gordon Wilson and Kaino Paajanen make up the cockiest ping pong team of doubles. Right now they are the champs at Floor Covering.

The Wax backs have taken to the air—not radio crooning—but gliding. Marion Kissell is chief glider, Carl Gustafson mechanic and Tom Paquette, groundman. Yes, they have built a real one. Take any Sunday afternoon and go over to Cat Rock in Westwood and see for yourself.

Ed Daley is now on the road in a new Plymouth.

More news about the plant cat—Shortly before she became a mother she climbed the fire ladder to the height of the second story office window and sat on the top rung, calling for help, until rescued by Leo Bernier. What a cat!

George Wood is still loyal to the Chevrolets. His new car is of the same make.

Frank Reynolds has returned to the Flooring Laboratory to work. He found the old homestead changed considerably since he left it.

CHICAGO MILL AND OFFICE

*Ray Wolf
R. Koerbel Smith*

*Del Lyndon
Gladys Davis*

Virginia Szukalla

Inasmuch as our recent Review began the razzing of our erstwhile Chemist, Eric Gach, as to his ping pong ability, let it hereby be known that this well publicized man turned up the other morning with as beautiful a shiner as any man ever received. All sorts of excuses were offered, the best being that he is trying to imitate our two well-known comedians, Eddie Cantor and Schnozzle Durante.

On the evening of March the 17th Bob Jones was married. The ceremony took place in Chicago. We all wish Bob and his wife the best of luck and hope he will always be as happy as he seemed this morning.

And while we are on the subject of marriage it is only quite natural to wonder about Red Overholt. The tie-me-down principle surely seems to be in vogue around the Chicago plant. Perhaps the coming of spring will also change the picture again.

We welcome back to our family E. Hinkle, T. Tarrow, O. Bowman and H. Reynolds.

The soldierly walk of Marshall Meyer and John Matcha is not due to the fact that they are taking a military stance in the affairs of our plant, but is a direct result of lumbagoism of the spinal column.

B. Kennedy is back on the job again after a sick spell.

The Chicago Plant has just added to its record the first quarter of 1934 without a lost time accident. That makes over 538 days since the last one.

Wally Bauer has been feeding his 20 chickens with Morlayo feed and as a result has increased production so that personal consumption has become impossible. (Fresh Aigs 25c a dozen—not an adv.)

The Meyer-Gach ping pong game is still a lot of talk. We don't know whose fault it is—but what this plant wants is action.

Bets for this Meyer-Gach battle can be placed with Frankie George. Odds are two to one—your selection.

Business seems to be advancing quite rapidly. Perhaps that is why every one is so extra cheerful.

St. Pat's day passed and not one of our Bird's fighting Irish showed up with the expected black eye.

Nick Schreiber purchased a new Philco.

At the grand opening of our new tale bin Mr. Lance started the conveyors. Nothing happened, so Lou put his head where it shouldn't be—result—one well-powdered man!

They say women can't keep a secret, but 25 of them did and Gwen Blackmore was absolutely, completely and positively surprised when she arrived, about 1:30 in the afternoon of March 24, at the Charm House up on Michigan Avenue, to have lunch with a couple of the girls and found everybody else there too. After luncheon, tables were set up and between choice scandals some bridge was played. Anyway, Helen Ballough, Edith Johnson, Lillian Knight, Frieda Leonhardt, Mary McWade, Anne Pollock, Virginia Szukalla and Florence Wittleder are flaunting new handkerchiefs won by their skill (or was it luck?). The old Bird & Son girls, Agnes Conmay, Juanita Greenock, Florence Wittleder and Helen Ballough made the party a reunion as well as a farewell party for Gwen.

Walteria Winchell (we don't know who it is either) submitted the following:

"Paging Prof. Fordney!! Alice claims she is not ambidextrous. If she uses her right hand all the time, even when driving nails with a tack hammer, how did it happen that she decided to use dark nail polish to cover the very serious bruise on the nail of the fourth finger of her right hand?"

Ann Dillenburg recently spent two weeks at home playing the role of nurse for her family. They are well on the way to recovery now though, due no doubt to Ann's efficient attendance.

Whew—did yu-all see th' big buttah and aig man! Hanna in his new ovahcoat! Yowsah—that was a treat. Wha man alive, you ain't seen nothin' yet ef you ain't seen dat.

Harold Altman had to go around with his leg in a sling for several days due to an infection in his thigh. He just about got over that when he popped his head against a fire extinguisher in the Brigade Room. He almost looked like "The Spirit of '76" (not 1472 West).

It looks like March was a month of casualties for the Accounting Department. Herman Pollock's theme song is "Wagon Wheels." But bear in mind, Hermie, that well-known saying "I'm glad it was me instead of you."

These noons the girls, etc. are eating their "vittels" to the strains of Corioca, a record thoughtfully added to our collection by Myrtle Brebach.

Bernice Cranston (To Harold Altman with bass horn wrapped around his neck)—How is it that a man like yourself learned to play such an instrument?

Harold Altman—Well, Bernice, on a cold day it's much warmer than a drum.

February marked Ida's tenth anniversary with Bird's. She was very much surprised, to say the least, upon returning from lunch to find a bouquet of flowers on her desk. Um boy, can you blush, Ida!

Ssssh! Ernie Grosscup has discovered some large small pox in the mill.

Lillian Moe announced recently she was glad her cold was leaving her system.

Wanted: Horse tails, old hair mattresses, toupees, etc. The girls in the Chicago office have gone in strong for braids. All contributions gratefully received.

We understand that during February, too, some certain persons were in a ping pong tournament. Ho Ho—und are ve still leffing! And speaking of whitewash!

Records and non-stops have been very frequent of late. The boys turned in several records hard to beat. 383.6 rolls per hour on Universal.

J. G. Young played tag with an Auburn on an icy day last month and the Plymouth came out in grand style.

You can do it cheaper with gas—ask Louis Lance about it.

We note that Robert Rush delivers Mrs. Lampton, the cook, to work almost every morning. If that's the reason for the heaping plate we see every day, others may start trying the same strategy.

We have in our plant the fussiest man in the country. He has the choice of 8,694 laundries in the city, but he chooses to spend the postage and send all his apparel home to "Ma" in Pennsylvania to do it for him.

If you see and hear Shorty George announcing in a microphone something to the effect of "numbers one and two report to home station," don't think that he is a police caller. No, he is just calling his henchmen, Milton "Fuzzy" Crawford and James Scott, because it is thought that he may equip these two elusive characters with radio receiving sets in order to keep track of them.

Dan Elliott came in the other day and told us he was going to have someone arrested. He explained he was walking down the street when a dog came up and bit him in the ankle. He said he was going to have the owner of the dog arrested for opening a joint.

Mr. Young, our superintendent, recently purchased a new storage battery for his automobile. The old battery should be placed in a museum after giving such faithful service for so many long years.

WITH A CAPITAL "M"

Teacher: "In some countries men are allowed more than one wife. That is called polygamy. In Christian countries like ours a man is allowed only one. What is that called?"

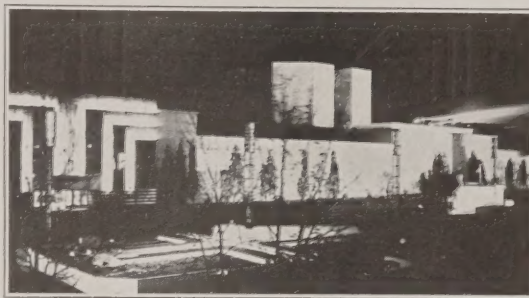
Bright Pupil: "Monotony."

PING PONG ITEMS

by
Gordon Wilson

THE second ping pong tournament which lists 39 players, is now well along. Three men, Paajanen, Chamberlain and Dyer are the first to reach the quarter final stage.

Married life seems to have greatly improved Charley Hooper's ping pong game. This was shown when Charley sprung the biggest surprise



A remarkable night scene taken at the Chicago Century of Progress Exposition last summer by Edith Johnson of the Chicago office. Picture this in all colors of the rainbow, and you can imagine something of the beauty of the lighting effects

of the tournament by eliminating Gordon Wilson in the first round. Charley credits this accomplishment to good training, careful diet, early to bed, etc. Other surprises are the showings of Stoddard and Maurice Kimball.

We wonder what happened to Charley Davenport, semi-finalist in the last tournament. Charley didn't enter this time.

The throne of the long undefeated doubles champs, Wilson and Paajanen is tottering. They have been beaten twice recently.

The East Walpole Brigade room has practically become a ping pong club room with plenty of red hot matches every night. Bridge and checkers are becoming popular with the boys while waiting to play.

Frank Vietze seems to have plenty of alibis for his defeat in the first round, "Short table trouble."

NOTICE

By order of the Home Building Company, the Athletic Field in East Walpole will be closed from April 2nd until about May 15th. No games of any kind will be allowed during this time.

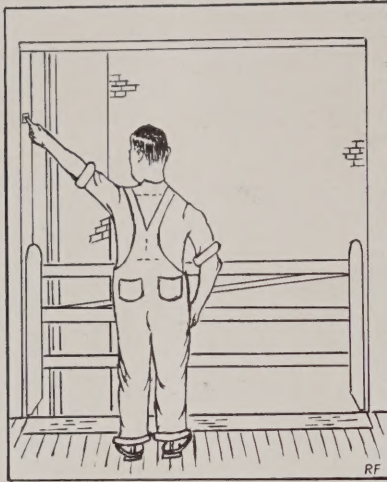
C. B. Heritage,
Home Building Company.

ACKNOWLEDGMENT

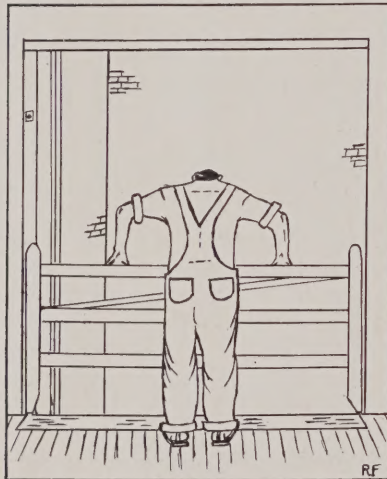
Gratefully acknowledging and thanking you for your kind expressions of sympathy.

Mr. and Mrs. John Muse and family.

SAFETY JIM SEZ:



THIS



BUT NOT THIS!

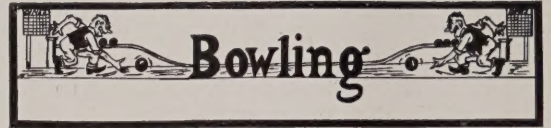
Leaning over an elevator well is about as safe as putting your fingers into the nip of a roll. **DON'T TRY IT!**

ONE LOST TIME ACCIDENT

A single lost-time accident keeps the March record from being perfect, but at the same time there has been a great improvement over the February record.

William Head, No. 1 Box Shop Shipping, strained his back while handling wall board on March 9th. He is still out.

With this good improvement in March, let's concentrate a little harder and make April a month with no accidents at all. We have not enjoyed a no-accident month since last June. Isn't it about time for another?



AS the Bowling season goes into the last few weeks of the season, the No. 2 Box Shop and the Roofing Machines teams are leading their respective leagues. There is a tie between Joseph Jarlis and Fred Duncan for High Individual Single String and High Individual Three String honors. For single string they both hold the record of 131, and for three string, 348. Here's a good chance for somebody to go wild before the end of the season and put both these bowlers out of the running on these records.

No. 2 Box Shop still holds both the High Team records but now it has bettered its own standing of earlier in the season. The Single String record is now 540, and the Three String total is 1534.

Standings of the teams as of March 30th is as follows:

AMERICAN LEAGUE	Won	Lost	Per Cent
Roofing Machines	42	18	.700
Cost Accounting	38	29	.567
No. 1 Box Shop	36	32	.530
Finishing Mill	29	31	.483
Paper Machines	13	53	.203
Boiler Room	7	49	.125
NATIONAL LEAGUE			
No. 2 Box Shop	56	16	.777
Shoe Cartons	41	19	.682
Machine Shop	44	26	.628
Maintenance	38	34	.528
Accounting	27	41	.397
Rug Finishing	18	42	.300

BOSTON HERALD HOME FORUM AND EXHIBITION

BIRD & SON again has a prominent place in the Herald-Traveler Exhibit being held during the first week in April on the seventh floor of the Herald-Traveler Building.

The Sunday Herald of April 1st contained a large Bird & Son advertisement about our building and roofing products; in this same edition was a picture of a section of the exhibit, including the Bird & Son display. Only non-competing firms exhibit, and the exhibitors are limited to those who are identified with home building or home improvement.

Our display this year includes all our main features of floor coverings, roofings, sidings, plant boxes and flower pots. A large amount of worth-while advertising always results from exhibiting at this show.

"Hey, mister, do you know enough about football to act as referee?"

"Mon, I know enough about football not to."

—Dublin Opinion.

BUILDING PRODUCTS LIMITED SALES CONVENTION

ENTHUSIASTIC reports reach us, concerning the recent Sales Convention of our associated Canadian Company, Building Products Limited, held at the Mount-Royal Hotel, Montreal, on March 12th and 13th.

Sales representatives from all over Canada attended, the Western Sales Manager from Winnipeg travelling a distance of 1500 miles to reach Montreal, and many others 475 or 500 miles to attend. A total of forty-four men were in attendance to discuss problems and formulate sales plans for the coming year. A special guest of honor was Mr. P. H. Bailey, Sales Manager of our plant, who gave a splendid address at the banquet on Monday evening, March 12th.

The Merchandising Plan, new products and improved products were among the major items discussed and included new color blends to the line of Thick Butt Shingles, a new FOUR-IN-ONE THICK BUTT Shingle, two additional tapestry colors to Design Roll Roofing, and a tapestry red color to their Royal Colored Roofing, which formerly was obtainable only in the green color.

Speakers during the sessions included: W. R. McNeil, Vice-President and Managing Director, P. H. Bailey, D. P. Hatch, Sales Manager; C. M. Canfield, Assistant General Sales Manager, C. P. Cowan, General Manufacturing Manager, and various other sales and plant executives.

The accompanying picture was taken at the banquet and testifies that all who attended enjoyed themselves. The menu was printed on some special Canadian insulating board and on the bill of fare were such specialties as "Red

Liquid Cement" Cocktail, "Rubberlike" Beef, Peas, "Green Surfaced," and Cafe Noir "Asphalt Brand."

The entire convention was undoubtedly a great success giving stimulation to the entire force for greater selling activity during 1934.

HAPPINESS

LEARN to like what doesn't cost much.

Learn to like trees, fields, woods, brooks, fishing, rowing, swimming, hiking.

Learn to like reading, conversation, music.

Learn to like gardening, carpentering, puttering around the house and lawn and automobile.

Learn to like the song of birds, the companionship of dogs, the laughter and gayety of children.

Learn to like pipe-smoking.

Learn to like work and enjoy the satisfaction of doing your job as well as it can be done.

Learn to like the sunrise and the sunset, the beating of rain on roof and windows and the gentle fall of snow on a winter day.

Learn to like the mystery of women. Learn to like them for those ways that are so different from your own.

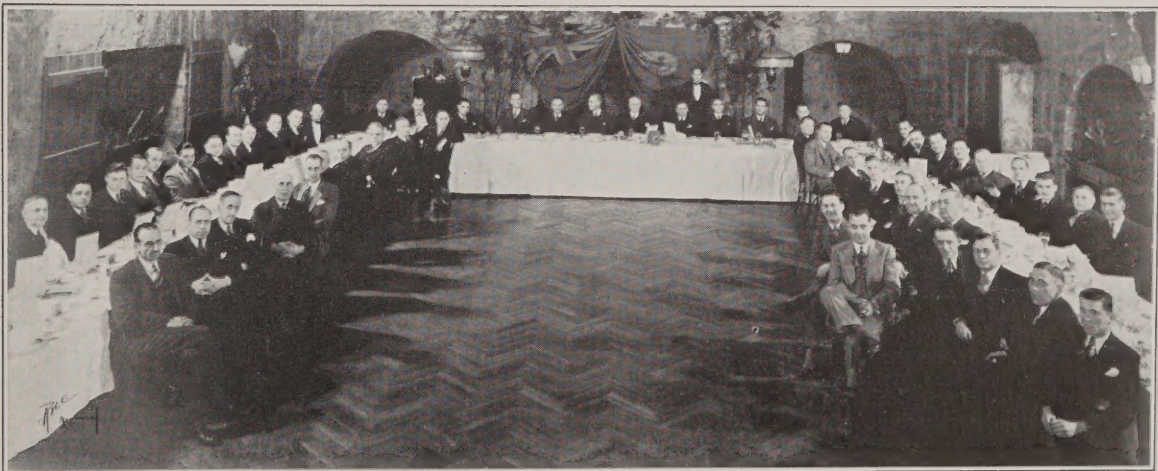
Learn to like plain food, plain service, plain cooking.

Learn to like people, even though some of them may be as different from you as a Chinaman.

Learn to like life for its own sake. Learn to like to be alive.

Learn to keep your wants simple. Refuse to be owned and anchored by things and the opinions of others. That is the path to happiness.

Clipping.



Forty-four salesmen and executives of the Building Products Limited, our associated Canadian company, enjoyed a banquet and entertainment on March 12, at the Mount Royal Hotel, Montreal. The banquet was one of the highlights of a very successful two-day sales convention

TAX PAYMENTS

DID you know that it is now possible to pay your real estate taxes in installments? By a recent act of the Massachusetts Legislature this has now been made possible, making it easier for us as individuals to pay our taxes, and easier for the town to collect them.

The act provides that your current taxes may be paid in installments of 10% or more of the total tax, provided that no installment shall be less than \$10.00. Payments are accepted only after the bill has been presented, and may be made at any time up to the time that your house would be put up for sale for non-payment of taxes. By paying smaller amounts over a longer



The group of thirty-four dealers and contractors who visited our mills in February as the guests of the Treat Hardware Company (Lawrence, Mass.) and Bird & Son

period of time, as this act provides, it is possible to clear your tax bill up entirely, long before there is any danger of your house being put up for sale.

If your 1933 taxes are still unpaid, take advantage of this new regulation NOW and enjoy the satisfaction that comes from knowing your tax bill is being reduced by regular payments. Keep your home and your self-respect.

RECENT VISITORS AT OUR PLANTS

East Walpole and Norwood Plants

Messrs. Snell and Jackett of the Hurlbut Paper Co., Lee, Mass.

C. Burke of the Bogota Board & Paper Company, Bogota, N. J.

F. M. Allen, Congoleum-Nairn Co., Kearney, N. J.

Professor E. K. Strachan and seven Chemistry students from Brown University, Providence, R. I.

The following men from the U. S. Rubber Co.:

Mr. F. T. Edgerton and Mr. James Harley of New York.

Mr. Dickinson of Bristol, Conn.

Mr. O'Donnell of Naugatuck, Conn.

Mr. Barrett and Mr. Kobler of Providence, R. I.

Mr. Blaylock, Research Associate of the Employing Bookbinders' Association of America, from Washington, D. C., with Mr. Arthur Allen, Purchasing Agent, H. M. Plimpton Co., Norwood.

Messrs. Lyman and Brown, Newton Paper Co., Holyoke, Mass.

Thirty-four dealers and contractors from Lawrence, Mass. and vicinity, as guests of Bird & Son and the Treat Hardware Company of Lawrence.

A DESIRABLE RISK

A Bird & Son golfer recently applied for Golfer's Liability Insurance and received the following reply—apparently from some one in the company who knew his game!

Dear Sir:

Naturally when a person sends in an application for a golfer's liability policy, we turn the application over to our investigating department.

This has been done with regard to your application, and our sleuths have completed the following report:

"We believe this guy to be a desirable risk. The golf balls he uses are old, soft things that could do no harm even if hit by a golfer—which the applicant isn't.

"Then there is the further advantage that he doesn't hit the balls very far—for obvious reasons.

"Item 4 of the policy seems to anticipate that there

might be more than one person injured in a single accident—that the golf ball might kill one person and then bounce off the deceased and injure some other person. Whatever portion of the premium is for this extra \$5,000 protection will be complete "velvet" for the insurance company insofar as this applicant is concerned."

From the above report it would appear certain that your style (?) of golf makes you a desirable risk—and for that reason your policy will go along within the next few days.

Sincerely yours,

GUARANTEED NOT TO DISTURB

A commercial traveler staying at a small hotel wished to catch an early morning train, and asked the proprietress for an alarm clock.

She produced the clock and remarked:

"We don't often use it, sir, and sometimes it sticks a bit, but if it doesn't go off, just touch the little hammer and it'll ring all right."

NO DRAFT VENTILATION?

The tourist rushed into the village shop.

"I want a quart of oil, some gas, a couple of spark plugs, a five-gallon can, and four pie tins."

"All right," replied the enterprising clerk, "and you can assemble 'er in the back room if you want to."

"So you run a duck farm. Business picking up?"

"No; picking down."—Legion Weekly.



BIRD PRODUCTS



Roofing Division

BIRD Shingles

NEPONSET Twins Thick Butt	Special 3 in 1 Thick Butt	3 in 1 Thick Butt
NEPONSET Double Twins	American Double Twins	Super 3 in 1 Thick Butt
Improved Twin Lock	Hex-Twins	Individuals
Custom Built	Lock-Butt	Giant Individuals
Art Wall Siding	Bric-craft Siding	BIRD Insulated Bric-Siding
		Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Craft	Shingle Design	Slate Surfaced	American Ready
Old Reliable	Universal	Waterdyke	Proslate Roofing, Blind Nailed	

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Coated Kraft	Reenforced Kraft Paper	Duplex Kraft

BIRD Wall Board

NEPONSET Board	American Board
SUPER-NEPONSET Board, Tile Design	

BIRD Specialties

BIRD Insulating Board and Lath (Laminated)	BIRD Building Board
Rubberlike Flooring	BIRD Insulating Blanket
Paroid Built-up Roof	BIRD Deadening Felt
Floor Dressing	Asphalt Felt
Plastic Cement	Asphalt Emulsions
Fibercoat	Emulsicoat

Flooring Division

BIRD Rugs	BIRD Floor Coverings	BIRD Tile Flooring	BIRD Rug Border
Economy Rugs	Economy Floor Coverings	Economy Hall Runner	BIRD Hall Runner
BIRD Carpet and Rug Cushion	BIRD Lining Felt	BIRD Saturated Felt	
BIRD Duracork Floor Covering	BIRD Duracork Hall Runner	BIRD Floor Wax	
Rubberlike Flooring			

Box Division

Solid Fibre and Corrugated Fibre Shipping Cases	Wood Frame Fibre Shipping Cases
Textile Board	

Carton Division

BIRD Shoe Cartons	NEPONSET Waterproof Paper	Flower Pots
Tack and Screw Boxes	Flower Pot Covers	Earth Bands
		Plant Boxes

Special Paper Division

Index Pressboard	Rocket and Torch Paper
Dry and Waterproof Felt Papers for Special Purposes	
Cable Insulating Papers	Laminated Book Cover
	Industrial Filter Paper

BIRD & SON, inc.

Established 1795

EAST WALPOLE, MASS.



{List of Bird Products on Inside Back Cover}

BIRD'S NEPONSET REVIEW

Vol. XXII

May 1934

No. 5

A SPECIAL MESSAGE FROM OUR PRESIDENT

Mr. Allen has written the following message for every Bird & Son worker, in which he clearly states again the management's position in regard to our Plant Councils.—Editor.

A number of questions have been asked me, from the outside, about our Plant Councils, and several times I have had to correct the impression that we had started a Company Union, using the term "Plant Councils" to camouflage it. This is not true.

We asked our workers to form Plant Councils primarily to help us through this emergency period while we are working out the various Codes, to work out together the problems of this business by looking squarely at the facts and figures as they showed up each month. We hoped that the various Councils might prove invaluable in providing a common meeting-ground where both management and workers might discuss intelligently all matters of interest, such as hours, wages and working conditions.

Continuing the policy which has been in force for years in this business, these Plant Councils give to the employees all the advantages of collective bargaining, as required under each Code. But the plan is in no sense a Labor Union. It is rather a mutual plan, like our Mutual Benefit Association, where the management and the workers contribute equally for the benefits derived. It is designed to prevent any compulsion, coercion, or selfishness on the part of either the employer or the employee.

Although the plan has been in operation less than a year, our hopes have already been realized—the plan has been of real help many times in making decisions the past winter. We have met the issues fairly and squarely and our business today is showing the results of the hard work and cooperation of us all.

Of course, the Councils are only for discussion and recommendation. The final decision and responsibility on any matter still rests with management, whose job it is to

run this business successfully. Speaking for the management, I want to thank the workers and particularly the Council members for their fine work in cooperating to make the Plant Councils plan a success. We have made a good beginning, and I am very hopeful for the future.

I hope every Bird & Son worker clearly understands exactly what our Plant Councils are, and will take pains to explain them to others outside our organization who may be incorrectly informed.

Philip R. Allen.



PAPER MAKERS' SOCIAL CLUB

AFTER several years of inactivity, the Papermakers' Social Club awakened to life on Friday evening, April 20th when at a meeting held in the lunch room of the Brigade room they welcomed many new members into the Club.

John Spillane presided as President, and Walter Sword is the Vice-President. Clarence Bergstrom was elected Financial Secretary to take the place of Michael McDonough, who resigned because he felt that being an officer of the club might interfere with other duties. John Seastrand was elected Recording Secretary to fill the place of John (Professor) Smith, retired. Mr. Smith was unanimously voted in as an honorary member, and he responded with a very nice speech to the members.

Started in 1916 by workers on the paper machines and beaters, it was very active until 1921. Its aim now, as then, is to promote friendship among the tour workers and to provide entertainment for its members by running social affairs such as dances and card parties. Many of the older members will recall with pleasure banquets at which Mr. Bird, Mr. Allen, Mr. Wyman and others addressed the club.

In reorganizing the Club, it is hoped to carry on as before both in the working and social life. Owing to the working hours of the tour workers, it will give our Plant Council representatives an opportunity to get the opinion of those they represent on matters that may come up. In this way

(Continued on Page 4)

SUGGESTION AWARDS

TWENTY-FIVE suggestions were accepted at the regular meeting of the Suggestion Committee on April 4th, and two men received additional awards for having had five suggestions accepted—Fred Jonah, Finishing Mill; and Euplio Puopolo, Shoe Cartons Department.

Suggestions showing a savings in Manufacturing Cost and given an award of \$10.00 each:

Feed Device for Tape on FXGM35 John Barrett, FXG
Change Guide Rail on FXFM14 M. F. Connolly, FFX

Suggestions of intangible value, awarded \$5.00 each:

Adjustable Bearing on Winder Shafts George Abely, DMPM3
Guide Over Sprocket at FFD Hangers Carl Brennan, FFD
No. 1 Machine Coating Scraper Ben Cozzi, Chicago
Chute and Screen at No. 2 Machine Ben Cozzi, Chicago
No. 1 Machine Squeeze Roll Scraper H. Goudie, Chicago
Holder for Pamphlets Richard Johnson, Chicago
Roll Bar for DFGM No. 1 and No. 2 Fred Jonah, DFF
Name for Emulsified Asphalt for Mastic Flooring
E. L. Lincoln, FBC
Remove Water Pipe from No. 8 Shartle Beater
John Lobisser, EMT
Covered Waste Cans in all Brigade Rooms
Peter Maduskine, FBE
Clutch Handle in Dry Rack Room Patrick Maguire, FBPM5
Improve Wiring from Ediphone Hand Control
Ruth E. Milliken, VN
Roller Bearings on Kraft Paper Rolls No. 3 Machine
Herman Nordstrom, DMP3
Support in Front of Dies Euplio Puopolo, FXR
Connect White Water Pipe to White Water Pump
Joseph Rosevich, DMPM2
Fire Door Shield for Weight R. Koerbel Smith, Chicago
Change Light in Front of Scratcher Keith R. Spaulding, FFG
Plan to Make Display Boards Arthur T. Spinks, FBC
Steel Punch for Cutting Out Built-up Roofing Samples
Arthur T. Spinks, FBC
Colored Tape on 1½ Square Rolls John Sullivan, Chicago
Move Blade on Gum Strip Machines James M. Sullivan, VS
Steam Jet Nozzle for Cleaning W. C. Sword, DMP3
Clock in FFG Peter A. Walsh, FFG

TENNIS CLUB ORGANIZES FOR THE COMING SEASON

by
Albert N. Kimball

AT the annual meeting of the East Walpole Tennis Club the following officers were elected:

President, Frank Reynolds
Treasurer, Frank Vietze
Secretary, Albert Kimball

The following tournament committee was then appointed by the new President: Stanley Phillips, Chairman, Frank Clem, Robert Harkness.

This year the tournament committee is planning to run a ladder tournament throughout the season. This is to help the committee in the selection of members for a team to play outside matches. It is possible that the Club will enter a regular League, or else will help in the forming of a new league in this vicinity.

Last year the Club team played six outside matches and were victorious in five of them—a very good showing against fine competition.

All workers of Bird & Son and residents of East Walpole and Walpole may join the Club upon the payment of the dues fee which goes for the upkeep of the courts.

All out for a big tennis season!

VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during May:

			Years
J. H. Smith	5-14-1878	Maintenance	56
Fannie Murphy	5- 1-1886	Box Shop	48
Annette Blaney	5-17-1897	Librarian	37
Albert Erickson	5- 1-1899	Flooring Plant	35
Harry L. Tower	5-12-1901	Box Shop	33
John Kirby	5-16-1903	Paper Mill	31
Michael Mohan	5- 7-1907	Retired	27
Patrick Reardon	5- 7-1907	Roofing Plant	27
Paul Krucas	5-20-1907	Roofing Plant	27
Albion Gottberg	5-16-1908	Maintenance	26
Herman Wauhkonen	5- 1-1909	Flooring Plant	25
Frank R. Meyer	5-24-1909	Box Shop	25
Elmer Jordan	5-25-1909	Retired	25
Frederick Hird	5- 1-1910	Sales Mgr. Special Papers	24
Matejs Minkevics	5- 4-1910	Box Shop	24
Patsy Sansone	5- 4-1910	Flooring Plant	24
David Regan, Sr.	5- 1-1911	Maintenance	23
John Ruskis	5-13-1911	Roofing Plant	23
Adolf Guttock	5-31-1911	Box Shop	23
W. J. Patterson	5- 7-1912	Finishing Mill	22
John Wosner	5-23-1912	Roofing Plant	22
Helena White	5- 8-1913	Main Office	21
Chas. Rosetsky	5- 1-1919	Paper Mill	15
Joe Wasalunis	5- 2-1919	Box Shop	15
Stanley Palleiko	5-20-1919	Box Shop	15
Joseph Truskowski	5-21-1919	Box Shop	15
Flora MacDonald	5- 1-1924	Main Office	10
Nellie Patinsky	5- 1-1924	Main Office	10
Mary Stone	5- 1-1924	Main Office	10
John R. Bache	5- 5-1924	Maintenance	10
Coleman Foley	5- 5-1924	Roofing Plant	10
Melvin White	5-16-1924	Box Shop	10
Julian Borowko	5- 1-1929	Paper Mill	5
John H. Muse	5-20-1929	Paper Mill	5
Frank Lacivita	5-20-1929	Box Shop	5
Raffael Patinsky	5-20-1929	Power and Steam	5
Berta Kugel	5-24-1929	Box Shop	5
Phillipsdale			
Manuel Oliver	5-16-1924		10
Charles Sinnett	5- 7-1929		5
Chicago			
William Eby	5-29-1919		15
Harry Jansen	5-26-1924		10
James Scott	5-31-1929		5
Canada			
A. Jobin	5- 7-1919	Pont Rouge, Que.	15
R. Dumouchel	5-27-1929	Montreal	5
C. Pubaski	5- 1-1929	Hamilton, Ont.	5
J. Arnott	5- 9-1929	Hamilton, Ont.	5
E. Deslisle	5-22-1929	Pont Rouge, Que.	5
F. H. Leblanc	5- 9-1929	Portneuf, Que.	5

Makes old houses look new



Before



After



BIRD ROOFS

are made for

Every Type of Building

An extensive assortment
of colors

A wide range of
weights, sizes and form



BIRD & SON, inc.

Established 1795

EAST WALPOLE, MASS.

Chicago Office and Plant: 1472 W. 76th St.
CHICAGO, ILL.

Hamilton, Ontario

Montreal, Quebec



Bird
BRIC-CRAFT SIDING
for

Beauty and Protection



Papermakers' Social Club

(Continued from Page 1)

by presenting the majority's opinion, we feel the majority and not the individual would take the responsibility.

The Papermakers' Club wish to thank Bird & Son for their kindness in allowing us to use the Lunch Room as a temporary meeting place.

TWO ACCIDENTS MAR APRIL RECORD

UP until the 20th of April, it looked as if we might be going to have another one of those all-too-rare no-accident months—but on that day our perfect record was broken when Ruel Fulton, No. 7 Roofing Machine, dropped a shaft onto his foot and fractured his left big toe.

Stanley Alukonis was helping him at the time, carrying the other end of the shaft. Alukonis dropped his end to the floor, which jarred the heavy shaft out of Fulton's hand.

A second accident occurred on April 26th when James Ellis at the No. 1 Box Shop Combiners opened the valve of the steam hose used for cleaning the machine. As he did so the hose slipped from his hand, the end flew up into his face, and the live steam burned his left eye. He lost three days in April.

Our record for the first four months of this year is eleven lost-time accidents—two less than at the end of April, 1933. This is very good, especially considering that we have had many new workers to train. Carefulness *does* pay, as we have proved by our own standing, so let's keep on being careful so that at the end of May there will not be even a single accident to report.

SOCGER NOTES

by
John H. White

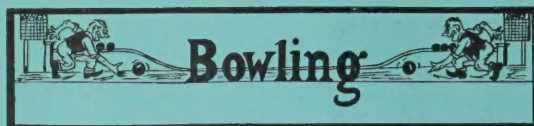
AFTER an extended winter lay off, our Soccer Team opened the spring season by holding the clever Lusitania Recreation Club of Cambridge to a scoreless tie on Sunday, April 8th.

Medford United visited Bird School grounds Sunday the 22nd, and won a hard fought game 2 to 1, to give them a strong grip on the league leadership.

The front line is being strengthened in preparation for the coming James M. Curley cup competition.

LOST

From the library in Department H, a volume entitled, "Casein and its Industrial Application" by Sutermeister. Finder please return this to Department H as soon as possible.



WITH only a few postponed matches still to be played, the standing of the Bowling Teams as of April 26 appears to have been practically settled for the 1933-1934 season, with the Roofing Machines team heading the American League and the No. 2 Box Shop standing first in the National League.

There have been no changes in the High Individual and High Team standings since last month, so No. 2 Box Shop team will probably take the two team prizes, and Fred Duncan, Maintenance and Joseph Jarlis, Boiler Room, will have to split the individual prizes, in which they are tied.

Standings of the teams as of April 26th are given below, and the list of the ten highest bowlers of the season:

American League

	Won	Lost	Per Cent
Roofing Machines.....	51	21	.710
No. 1 Box Shop.....	44	40	.524
Cost Accounting.....	39	37	.512
Finishing Mill.....	29	31	.484
Paper Machines.....	23	61	.274
Boiler Room.....	8	56	.125

National League

	Won	Lost	Per Cent
No. 2 Box Shop.....	65	19	.775
Shoe Cartons.....	51	25	.710
Machine Shop.....	46	34	.575
Maintenance.....	38	34	.528
Accounting.....	32	44	.420
Rug Finishing.....	18	46	.282

Ten Highest Bowlers:

	Team	Average
Di Flaminies.....	FBP	97
Di Flaminies.....	FXR	96-40
Johnson.....	FX2	96-29
Duncan.....	EM	96-4
Farris.....	FFR	95-31
Murphy.....	FBP	94-36
Bergstrom.....	DMP	94-31
Sprague.....	FX1	94-19
Clark.....	FX2	94-10
Jarlis.....	ERB	94-7

ACKNOWLEDGMENTS

Gratefully acknowledging and thanking you for the flowers and your kind expressions of sympathy.

Fergus G. Christie (Phillipsdale).

We shall always remember with deep gratitude your comforting expressions of sympathy.

Hubert R. Black and sister (Phillipsdale).

Please accept our grateful appreciation for your kindness and sympathy tendered us during our recent bereavement.

The LeClair family (Phillipsdale).

I wish to thank my friends at Bird & Son for the flowers and the kind expressions of sympathy during my recent bereavement.

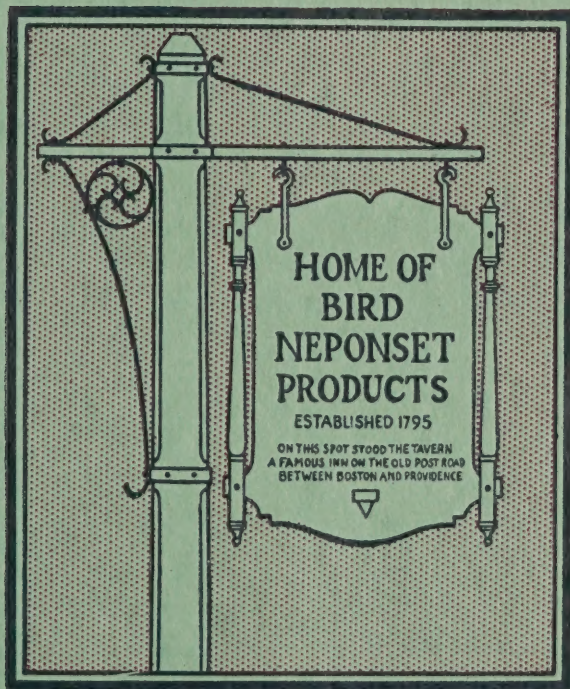
James Loughman.

I wish to thank Bird & Son, inc. and my fellow workers for their kind expressions of sympathy.

J. H. McNeeley.

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.





Paper Mills
East Walpole, Mass.
Phillipsdale, R. I.

President, PHILIP R. ALLEN
Vice-President, GEORGE R. ALLEN

PHILIP R. ALLEN
AXEL H. ANDERSON
PHILIP H. BAILEY

EXECUTIVE

Executive Assistant to President, PHILIP R. ALLEN
Treasurer and Comptroller, AXEL H. ANDERSON
Assistant Treasurer and Credit Manager, PHILIP H. BAILEY
Assistant Treasurer, H. E. DUNN
Auditor, W. C. AHLGREN
Purchasing and Traffic, A. H. ANDERSON
Assistant Purchasing and Traffic Manager, B. D. ROBERTS
Personnel Manager, B. D. ROBERTS
Director of Research, E. M. LILKINS

SALES

General Sales Manager, P. H. ALLEN

Sales Manager Paper Division, PHILIP R. ALLEN

Assistant Sales Manager, V. L. ALLEN

Sales Manager Roofing Division, W. E. HALE

Manager Eastern Division, W. E. HALE

Manager Southern Division, A. D. KILHAM

Manager Western Division, W. W. WILSON

Flooring Division (Bird & Son Sales Corp.)

Vice-President and Sales Manager, H. E. SAWYER, JR.

Manager Eastern Division, W. B. ROGERS, JR.

Manager Western Division, R. W. WESTCOTT

Sales Manager Box Division, C. H. ANDREWS

Sales Manager Carton Division, A. M. CLAFFEE

Assistant Superintendent, B. H. BAILEY

Chief Chemist, J. E. GRAHAM

Superintendent Eastern Roofing Div., E. L. CHAMBERLAIN

Assistant Superintendent, G. E. SMITH

Chief Chemist, M. R. BEASLEY

Superintendent Western Roofing Division, J. G. YOUNG

Assistant Superintendent, J. F. MATCHA

Chief Chemist, ERIC GACH

Branch Offices

New York, Chicago

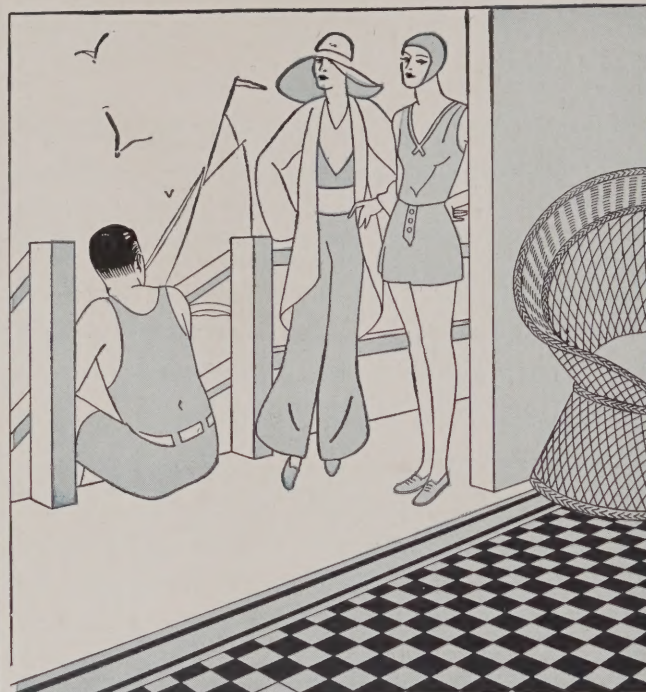
Warehouses

EAST WALPOLE, MASS., NORWOOD, MASS., CHICAGO, ILL., BROCKTON, MASS., SOUTH KEARNY, N. J.

Flooring Warehouses

ALBANY, BALTIMORE, BOSTON, BROOKLYN, BUFFALO, CHICAGO, CINCINNATI, CLEVELAND, DALLAS, DETROIT, EAST WALPOLE, GRAND RAPIDS, HARTFORD, HOUSTON, INDIANAPOLIS, KANSAS CITY, MILWAUKEE, NEWARK, NEW ORLEANS, OMAHA, PEORIA, PHILADELPHIA, PITTSBURGH, RICHMOND, SAN FRANCISCO, SAN ANTONIO, ST. LOUIS, ST. PAUL, SYRACUSE, WASHINGTON

BIRD RUGS



Roofing Plants
East Walpole, Mass.
Chicago, Ill.

H. BARTLETT
I. ANDERSON

E. L. CHAMBERLAIN
R. WYMAN

ROBERTS

er, P. N. HILLS
arton Divisions,

LILKINS

PER

JACKSON

ERSON

RY

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BIRD'S NEPONSET REVIEW

Vol. XXII

June 1934

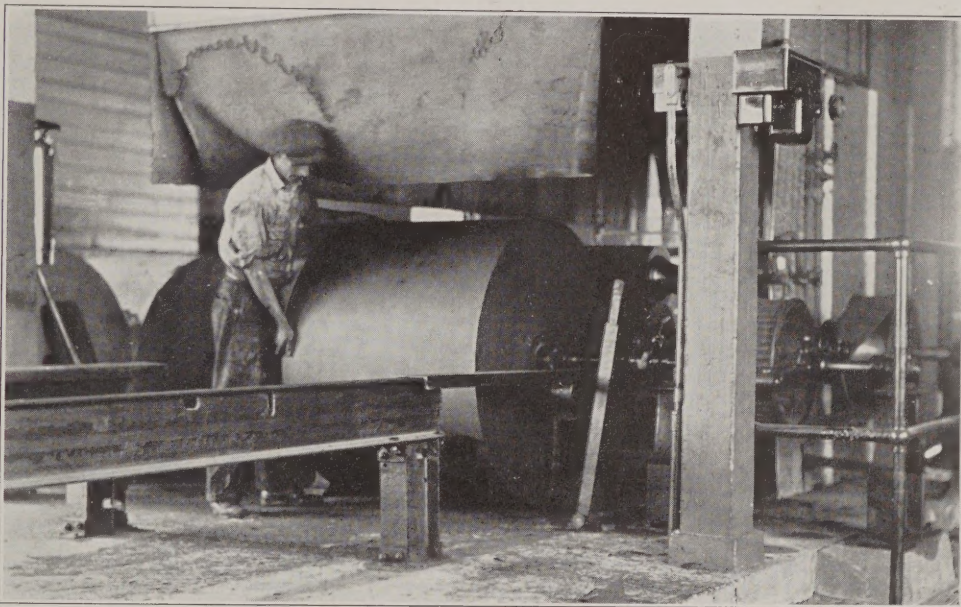
No. 6

BIRD TARRED FELT

For High Quality Tar Pitch Built Up Roofs

WHEN a builder puts on a Bird Built-Up Roof, he knows that into that roof he has built the highest of quality and long life. For years Bird Paroid has gone into the building of roofs that stand the test of time. Now on the market for the first time is a new Bird Product

of this smaller tar saturator at Phillipsdale. The process starts at the storage tank, outside the building, with a capacity of 10,000 gallons. The tar is delivered to the mill by truck and emptied into this storage tank where it is heated by steam coils to a temperature at which it will flow easily.



Fred Matthews moving a jumbo roll from the back end of the tar saturator. This machine is the "works" of the department, where the saturation process is carried on.

which goes into the making of another type of high-quality Built-Up Roof.

This product is Bird Tarred Felt, for use in the construction of Built-Up Tar and Gravel Roofs, just as Bird Asphalt Felt is used for Asphalt-surfaced roofs. These roofs, of course, are not the conventional shingled roofs of the average home, but are the flat-top roofs found on large factories, offices and public buildings.

To make this product, a new plant has been set up at Phillipsdale, R. I. in a building constructed quite a number of years ago for another purpose. The first floor of the building has room for all the machinery, and a little storage space. The second floor is used entirely for storage.

Anyone who has seen the big asphalt saturators at our Roofing Plants has a fairly accurate picture

From here it feeds into a Constant Level Tank, inside the building, which acts as a pre-heater for the tar and feeds it into the saturation pan as required, always keeping the tar in the pan at a constant level. The saturator in operation looks like the beginnings of a miniature volcano—a tank full of a black, steaming, strong-smelling liquid, through which the dry felt is run. The tar is kept heated to a temperature of 250 degrees, Fahrenheit, and as the felt soaks it up very quickly, the process of saturation is rapid.

If you talk with Fred Matthews, operator of the machine, he will tell you that it is a Moore and White Three Gate Saturator—which means that it is adjustable so that almost any degree of saturation is possible. The longer the felt stays in the tar, the greater the saturation, and the

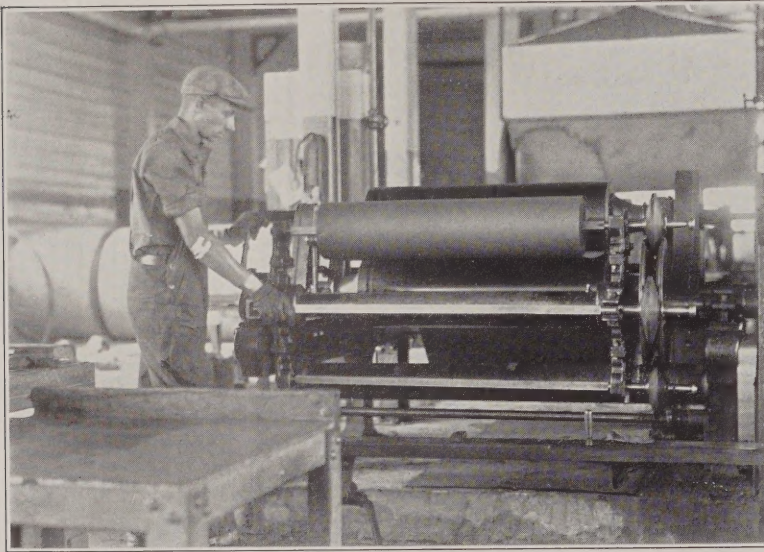
"gates" of the machine regulate the distance which the continuous sheet of felt travels through the tar.

Just before the sheet enters the hot tar, a series of revolving discs apply to the dry felt several light lines of paint running the length of the sheet. These lines show through the saturation and are used by builders as guide lines in laying roofs of different thicknesses.

As the wet felt comes out of the saturator, it passes through a pair of ductors, which remove

with the finishing and the storing of the finished goods.

Because of the necessity for thorough and careful curing in a piece of quality tarred felt, the rolls just off the machine can not be stacked in large piles until properly cured and dried out. For the first two days they are piled only two tiers high; at the end of four days two more tiers are added, and at the end of six days, the last two. By this time all the rolls are well-seasoned, and may be piled ten rows high throughout the



Richmond Thatcher operating the winder which automatically winds up the Tarred Felt into finished rolls of various sizes.

most of the excess tar, and then through two steamheated squeeze rolls which remove the rest of the excess tar and guide the sheet to the winder where the finished material is wound up into 1600-pound "jumbo" rolls. These big rolls insure thorough saturation by providing opportunity for the tar to strike in and fully penetrate the fibers of the felt.

Covering the entire saturator is a large ventilator hood. The tar vapors are inflammable, and somewhat of a hazard, as well as unpleasant to work in, so this special ventilator has been installed to draw up most of these dangerous vapors and carry them to the outside through a fifty foot stack.

When the jumbo rolls are made, Fred Matthews' job is done and he passes the material on to Richmond Thatcher and John Cyronak who do the finishing. The jumbo rolls are fed into an automatic winding machine, similar to the one which winds up the roll goods at the Norwood Roofing Plant. Rolls of any desired length are measured off on this machine, fastened with gum strip and stacked for curing. The other member of this department is Joseph Marshall who helps

balance of the curing period. The saturating and curing processes are under careful Laboratory control throughout, and no shipment is made until Laboratory tests indicate the completion of the curing period.

Bird Tarred Felt is now made in two widths—32 inches and 36 inches—and in a variety of weights and lengths, so that altogether there are fifteen different sizes to suit the needs of the customer. The new plant is capable of manufacturing about fifteen tons in eight hours, and there is storage capacity in the building for 600 tons.

The foreman in charge of this new department is A. H. Chamberlain, for many years chemist at the Phillipsdale Laboratory. His new job is in addition to his work as chemist. The installation of the new equipment was under the direction of Mr. Chamberlain, Mr. Henderson, the Phillipsdale Superintendent, and Mr. Roberts, Manufacturing Manager.

The plant is in full operation at present, and with the general pick up in the building trade, there should be a good demand for this product wherever a high quality Tar Pitch Built-Up Roof is required.

HERBERT H. MILLER

MR. HERBERT H. MILLER, for many years Secretary-Treasurer of our company, died Sunday morning, May 20th, at his home in Norwood, after a long illness, starting with a stroke in December, 1929. He leaves his wife, Sarah Frances (Borden) Miller, one sister now in California, and several nieces and nephews. He was born in Fall River, March 28, 1870 and obtained his early education in the schools of that city and later graduated from Burdett College in Providence.

On February 17, 1902, he started as Assistant Bookkeeper at Bird & Son, and later became the head of the Accounting and Auditing Departments. At the time of the incorporation of the company, he was elected Secretary-Treasurer; he was also Treasurer and Director of the Bird Machine Company, South Walpole, and continued active in these offices until forced to resign because of ill-health in 1929.

He gave freely of his time after office hours in the interests of his friends, his Church, his Fraternities and the civic affairs of Norwood. He was at various times Selectman, a member of the Town Finance Committee, a Trustee of the Norwood Hospital, a Director of the Norwood Trust Company and of the Norwood Co-operative Bank. He was active in Orient Lodge, A. F. and A. M., Temple Commandery, Hebron Arch Chapter, Hyde Park Council R. & S. M. and Aleppo Shrine.

No Bird & Son executive has ever been more generally loved and respected than Mr. Miller. His generosity and kindness made him the friend of everyone who worked or associated with him.

Funeral services were held at the home on Tuesday, May 22. Among the active bearers were two Bird & Son men, Elmer H. Bartlett and Eli L. Chamberlain. There were honorary bearers from all his various fraternities and several Bird & Son men were in this group. The Rev. Robert Wood Coe, former pastor at Norwood, and the Rev. William F. English, present pastor of the First Congregational Church, officiated. Burial was in Highland Cemetery, Norwood.

BASEBALL NEWS

THE Bird & Son Baseball team will open their home season early in June. The opposing team and the date will be made known by the time this is printed.

It is planned to have one twilight game and one weekend game at East Walpole every week. In the past two years the team has travelled at an



Herbert H. Miller

.800 clip. Many of the veteran players are back at their positions and with a few new additions, the team is bound to continue a winning pace.

At the organization meeting held last month, F. H. "Bullet" White was re-elected Captain-Manager, and Ernest "Irish" Oakes, Business Manager.



John A. Cyronak applying gum strip to the rolls of Bird Tarred Felt and weighing them—the last step in the finishing process of this new product.

ACKNOWLEDGMENTS

We wish to thank our friends at Bird & Son for their kindness and sympathy during our recent bereavement.

Edgar Bigelow.
George Bigelow and family.

The family of the late Aaron D. Rhoades wishes to express their thanks for the kind expressions of sympathy and the beautiful floral offering sent in their bereavement.

WORKING HOURS UNDER OUR CODES

THROUGH discussion at some of the Plant Council meetings, it has been brought out that some workers are under the impression that the Codes of our industries *must* provide a certain number of hours a week for every worker. This is not what the codes mean.

The purpose of these Codes is to put *more* people to work, not to guarantee a specified number of hours to any one. What these Codes do require is that no employee shall work over a certain number of hours within a definite period. This regulation was made necessary because of the fact that previously some industries had worked a small force very long hours—sometimes 70 or 80 hours a week—with low wages. But with a definite limit set on the number of working hours, these companies must spread the work, hire in new workers, and thus reduce unemployment.



Main Office and Sales Council—Back row: Marshall Lee, H. E. Sawyer, Jr., Axel H. Anderson, Wesley C. Ahlgren, Frank H. Vietze, James D. Mack. Front row: Roger Weed, Jr., Ann Kelliher, Gertrude MacDonald, Alice Fales (Secretary), Stephen C. Traudi, Jr. (Absent—H. S. Whitney, R. C. Floyd).

This is the underlying principle of the N. R. A.—to put more people to work in this way without reducing the wage rate of those already working. This in turn means higher labor costs for industry, and to meet these higher costs the Administration is asking all business not to raise prices too much, but to combine and co-operate to fight the evils of cut-throat competition, which ruins all business. This is something never attempted before in the business world, and it still remains to be seen how well it will work. Conditions are undoubtedly much better than a year ago. Recent figures show that whereas there were fourteen million persons out of work a year ago before N. R. A. was started, the number of unemployed persons has now been reduced to perhaps eight or nine million. It is impossible to tell how much of this improvement has been due directly to the N. R. A., but it has played an important part, without a doubt.

In our own plants these regulations affect us in times of heavy work. If, during peak production periods, the work cannot be done within the Code hours, new workers must be hired in to do the job.



Flooring Plant Council—Back row: Bernard H. Bailey, B. D. Rogers (Chairman), Laurence Gammell, Stuart Nickerson, Ralph M. Wight, Elton Hamilton, Ira Goding. Kneeling: Nelson Phillips, Leo Bernier, Frank Sutherland, Raymond Boyden, Berton Seekins, Warren Dyer, Kaino Paajanen (Secretary).

If Bird & Son could operate under only one Code, it would be very simple to carry out the Code instructions—but we are not working under one Code—we are under thirteen! And no two Codes are exactly alike in their limitations of hours which may be worked. Each Code establishes a definite number of hours per day and per week which may be worked under normal conditions, and then each code also provides for special regulations to take care of “rush periods,” by allowing for what is called an “averaging period,” during which employees may work longer hours,—but still within certain limits.

Again, special types of workers, such as watchmen, truck drivers, salesmen and executives are exempt from a limited number of hours, or at least allowed to work longer hours than other types of workers. This is because of the nature of their jobs which cannot be so easily kept within the minimum limits of working hours.



Roofing Plant Council—Back row: Kenneth Stuber, George Smith, B. D. Rogers (Chairman), Eli L. Chamberlain, Granville Baker (Secretary), Thomas Smith. Front row: James Lowe, William Bothwell, Paul Sansone, Howard Everett, Harry Dresser. (Absent—Milton Beasley).

Each Code has its regulations about wages, also, with different rates for over time pay in different lines. In most cases the various Codes call for time and one third for over time pay. In order to have a uniform basis for payment of over time, Bird & Son on March 18th adopted the following rules, with the approval of all Plant Councils:

"Although not required by the provisions of any Code, we have decided that effective March 18, 1934 all Sunday work, holiday work, and any emergency repair or break-down work where employees are called in outside of their regular working hours, and all overtime for hours worked in excess of 8 hours in any one day, shall be paid for at the rate of time and one half.

The above provisions do not apply to regular watchmen and Fire Brigade watch."

This more than provides for payments of over-time called for in any Code, with the exception of payment of time and one third if we exceed the normal work week in the Set-Up Paper Box department, and time and one half if we exceed the normal work day or work week during the seasonal rush periods in the departments working under the Asphalt Shingle and Roofing Code.

Regulations Vary

So that you may see under what regulations your plant is working, we are listing the eight principal Codes, showing to which plants they apply, the number of normal working hours allowable and the number permitted during rush periods. Each Code has its special regulations for its special types of workers, but we are listing only the general regulations for each Code.

I. Asphalt Shingle and Roofing Code—(Roofing Plants at Norwood and Chicago).

8 hours in any twenty-four hour period, 40 hours in any seven day period, and six days in any seven day period. During periods of "seasonal requirements" the normal number of hours per day or week may be exceeded, provided that during any thirty calendar day period the maximum hours must average not

over 8 hours per day or 40 hours per week.

II. Linoleum and Felt Base Code—(Norwood Flooring Plant).

An average of not more than 40 hours a week in any 26 weeks' period (i.e., not over 1,040 hours in any 26 weeks period), and in no event, except shipping crews, more than 48 hours in any one week.



Phillipsdale Plant Council—First row: Charles Anthony, Willie Banks, Harriet Neill (Secretary), Thomas G. Henderson, David S. Lowry. Back row: Fergus Christie, Frank Reed, B. D. Rogers (Chairman).

III. Paper Board Code—(Paper Mill, including Finishing Mill, Maintenance Department, Engineering Department).

Normal—8 hours a day, but an average of not more than 40 hours per week in any 13 consecutive weeks, and not more than 48 hours in any one week. Tour workers on continuous processes are under special regulations for working longer hours, for washing up, or to prevent a shut down of the machines, in case a relief worker doesn't show up.

IV. Corrugated and Solid Fibre Shipping Container Code—(All of No. 1 Box Shop except the Wall Board Department).

An average of 40 hours per week in each successive period of 5 consecutive weeks, but not more than 48 hours in one week.

V. Fiber Wall Board Code—(Wall Board Department).

8 hours a day, 40 hours a week. During peak production periods, during any six weeks in each six months' period beginning January 1 and July 1, workers are permitted to work up to 48 hours a week.

VI. Set Up Paper Box Code—(No. 2 Box Shop, except the Tack Box Department).

8 hours a day—an average of 40 hours a week in any 13 weeks' period, but not more than 48 hours in any one week.

VII. Folding Paper Box Code—(Tack Box Department).

(Continued on Page 6)



Box Shops Council—Standing: Michael Verderber, John Locke, John Clancy, C. W. Conrad, W. S. Jackson, Genevieve Pare (Secretary), B. D. Rogers (Chairman), Paul Hunt. Kneeling: Vincent D'Espinosa, Michael Connelly, A. D. Colburn, Charles Mutch, Russell Tupper, John Ginley.

SUGGESTIONS

FOURTEEN suggestions were accepted at the May meeting of the Suggestion Committee, two of them in the \$10 Class.

Accepted in Class 2, showing a savings in Cost of Manufacture, and given an award of \$10.00 each:

Grinding Jig for Slitters Clarence Reithofer, Chicago
New Method of Feeding Binder Strap John Wilkes, FXB



Paper Mill Council—Back row: Patrick McNulty, B. D. Rogers (Chairman), Joseph Walker, Fred Jonah, Ralph Wilkins, Fred B. Duncan, Joseph A. Sheehan, Michael McDonough, Lawrence Baldus. Second row: Jesse King, Bartley Barrett, John J. Burke, Kenneth Rouillard (Secretary), William F. Geary, Paul A. Guttormsen, Charles W. Conrad.

Accepted in Class 3, of intangible value, and given an award of \$5.00 each:

Move Steam Pipe at FFF	Laurence Angelo, FFR
Metal Trays in Front of Scratcher	Gordon Ginn, FFG
Signal Button on Inspector's Platform, FFN	Gordon Ginn, FFG
Window Near Door, Top Floor, Main Office	Maurice Kimball, VM
Safety Catch on Chain Falls	E. L. Lincoln, FBC
Guard on the German Dog Machine in FFG	Clifford R. Nelson, FFG
Labor Saving Device at Squeeze Rolls for Changing Felt	Herman Nordstrom, DMPM3
Hole in Overhead Arm on No. 3 Machine Stack	Herman Nordstrom, DMPM3
Sink for Cleaning "Turtles" in Plate Room FX1	Girolamo Rignanese, FXV1
Rate Book for Shipping Parcel Post and Express	Roy A. Smith, VS
New Inspecting Stand at FFG	Keith R. Spaulding, FFG
Turn Stock Chest Valve at Back of New Stock Chest No 2.	George Stone, DMC
Sorting Basement	

SOCCER NOTES

by
John H. White

LOSING three successive home games to such clever teams as Medford, Andover and Bunker Hill Celtics by the odd goal is not an imposing record, yet considering that they represent the cream of Boston and District League and are now showing their best form, Bird & Son team

with a brush up for the James M. Curley Cup should turn the tables.

Bunker Hill Celtics and Medford away, and Quincy Point at Walpole will finish our season's schedule of league games.

PETTY THIEVERY

AT PHILLIPSDALE

PHILLIPSDALE was the scene of a regrettable occurrence last month, when it was discovered that one of the employees had been entering the locker room and stealing money from his fellow employees.

One day at noon time several employees hid themselves in the locker room, and watched him rifle several lockers, and then held him until the police arrived.

Of course he lost his job immediately and was taken to court, fined \$10 for one offence, and had his second case continued with the warning that if brought in again within the next six months he would be liable to a \$500 fine or six months in jail, or both. The only reason he escaped a jail sentence this time was because he is the father of five children. Upon questioning by the chief of police the man admitted he had been stealing from the locker room since last October.

HOURS UNDER CODES

(Continued from Page 5)

8 hours a day—an average of 40 hours a week over any period of 13 consecutive weeks, but not more than 48 hours in any one week.

VIII. Blanket Code—(Phillipsdale Plant).

Not over 35 hours a week. Still working under the President's Reemployment Agreement. Felt Code to be adopted soon.

Besides these eight Codes, there are five others regulating the manufacture and sale of various special products, but their manufacturing regulations fit in so closely with those of the eight principal Codes, that we are not listing them in detail here. These five minor Codes are: Insulation Board; Waterproof Paper; Bogus Wrapping and Packing; Paint, Varnish and Lacquer; and Specialty Papers and Boards.

All of these Codes are subject to change and revision if conditions show that the regulations are unjust or work a hardship on either the workers or the operations of the plant. It is not to be expected that everything will work out smoothly at first, but as quickly as possible wise adjustments will be made where necessary.

If there are any major changes made within our own Codes, you will be notified of them.

VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during June:

			Years
John J. White	6- 1-1891	Box Shop	43
Vitus Gleichauf	6- 7-1895	Power and Steam	39
Andrew Walker	6- 7-1897	Paper Mill	37
Michael Sheehan	6-20-1899	Roofing Plant	35
Charles Knaus	6- 1-1902	Paper Mill	32
Walter Sword, Jr.	6- 1-1903	Paper Mill	31
Mary Scanlon	6- 1-1906	Box Shop	28
James Kelly	6- 7-1906	Maintenance	28
John Folan	6- 6-1908	Box Shop	26
Michael Kodis	6- 1-1909	Paper Mill	25
Kostanty Geigol	6- 1-1909	Paper Mill	25
R. L. Tupper	6- 7-1909	Supt. Box Shop	25
Michael McConologue	6- 2-1910	Paper Mill	24
Ludwig Polevitch	6-21-1911	Paper Mill	23
Bessie Hubbard	6-10-1912	Main Office	22
James J. Maroney	6-12-1912	Watchman	22
Michael Shergals	6-14-1912	Flooring Plant	22
Frank Massey	6-15-1912	Paper Mill	22
Mike Waytekunis	6-20-1912	Paper Mill	22
Patrick McDonald	6-30-1913	Box Shop	21
George Wallace	6-17-1914	Maintenance	20
Thomas Coyne	6-18-1914	Paper Mill	20
John A. Graham	6-22-1914	Roofing Plant	20
W. Baranowski	6-26-1914	Paper Mill	20
David Bowles	6- 3-1919	Watchman	15
Katherine Dowling	6-16-1919	Main Office	15
James B. Maguire	6-23-1919	Box Sales	15
August Petrova	6-23-1919	Box Shop	15
Adolf Kotak	6-25-1919	Roofing Plant	15
Michael Pannette	6-30-1919	Flooring Plant	15
Sam McLeod	6- 9-1924	Flooring Plant	10
Samuel Steele	6- 9-1924	Flooring Plant	10
Sydney Taylor	6- 9-1924	Flooring Plant	10
Mario Boragine	6- 9-1924	Power and Steam	10
Anna Smith	6-16-1924	Main Office	10
Arthur Garland	6- 3-1929	Main Office	5
Thomas F. Burns	6- 9-1929	Paper Mill	5
Anna White	6-10-1929	Box Shop	5
Margaret Crane	6-15-1929	Office	5
Hilmer Eklund	6-18-1929	Roofing Plant	5
William Hall	6-20-1929	Paper Mill	5
James Schuller	6-28-1929	Paper Mill	5

Phillipsdale

Walter Gill	6-23-1911	23
Thomas Horridge	6-14-1919	15

Chicago

Andrew B. Spiers	6- 1-1913	21
Evelyn Hoffman	6- 1-1929	5
Frieda M. Leonhardt	6-10-1929	5
John Dobias	6-24-1929	5

Canada

A. Ralph	6-28-1912	Hamilton, Ont.	22
W. Smylie	6- 9-1919	Hamilton, Ont.	15
G. Jobin	6- 2-1924	Pont Rouge, Que.	10
C. Lefebvre	6-22-1929	Montreal, Que.	5
R. Leblanc	6-17-1929	Portneuf, Que.	5

BUSINESS OR PLEASURE

It was getting very close to the time for the celebrated guest to make his speech.

The chairman, looking about the table, came over to the speaker and whispered, "Shall we let them enjoy themselves a little longer, or do you think you'd better begin your speech now?"

WATER HAZARDS

HANG your clothes on a hickory limb, but don't go near the water"—unless you apply common sense to your swimming and are also willing to follow the simple rules laid down in a recent bulletin issued by the Policyholders Service Bureau of the Metropolitan Life Insurance Company.

Here they are—easy to remember:

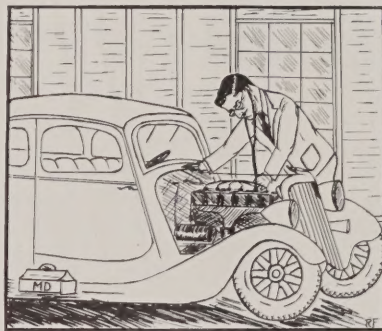
Don't swim alone, you may become exhausted and there may be no one near to help you.

Don't swim for at least two hours after eating a hearty meal, otherwise you are likely to be stricken with abdominal cramps, which may render you helpless to aid yourself in any way. If you are subject to cramps—either abdominal or or muscular—stay close to shore.

Don't dive into the water unless you are sure of its depth—Make sure before you enter head first that the water is at least six feet deep and free from any underwater obstructions, stones, logs, etc.

Don't go on long swims—unless accompanied by a boat. Don't forget that it takes just as much ability to swim in water five feet deep as it does in water five hundred feet deep, and it is much safer, for if you get tired in the water five feet deep, you can at least stand up.

SAFETY JIM SEZ:



You wouldn't consult your doctor if something was wrong with your car; you would go to a mechanic who knew his business



It is just as foolish to take just "anybody's" advice regarding your personal health
When you are sick, be wise—Consult your physician and no one else

BIRD'S NEPONSET REVIEW

Vol. XXII.

JUNE 1934

No. 6

Published Monthly by the Employes of Bird & Son, inc.
In the Interests of the Company and Its Workers
For the Promotion of

Good Service

Good Business

Good Will

MILLS: East Walpole and Norwood, Massachusetts;
Phillipsdale, R. I.; Chicago, Ill.

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Assistant Editor

E. M. Grout

Circulation Manager

A. S. Blaney

Printing Foreman, F. R. Meyer

*We remember the times we were right and forget the times we
were wrong.*

OUR NEW WORKERS

DURING the past few months we have taken on quite a number of new workers throughout our various departments. It has been impossible to greet them all with personal items in our "notes" columns, but we do wish to welcome them and hope they will enjoy their work with us.

The fact that they are with us means that business right now in some departments is better with us than it has been for many months. What the future holds, no one knows. It is probable that work in many departments will remain reasonably good throughout most of the summer, and it is to be hoped that these men who have been taken on temporarily through the rush period may stay with us for some time yet.

HERBERT H. MILLER

MR. HERBERT H. MILLER, who died on Sunday, May 20th, was one of our best loved Executives. During his whole twenty-seven years of active service, and particularly during his eleven years as Secretary-Treasurer, he not only gave his best to the company, but found time to help and advise those who came to him with personal problems—and his advice was always sound and helpful.

To him our Benefit Association and Neponset Credit Union owe much. He served for many years as a Director in both organizations and gave unsparingly of his time and counsel in order that they might grow into organizations which would be of the greatest help to the members.

As office manager he was always kindly, considerate and fair, possessing the rare quality of being able to smooth out any difficult situation to the satisfaction of everybody.

Those who knew him only as a business associate found him to be thoroughly capable and fair-minded; those who were fortunate enough to know him more intimately remember him as an admirable friend who will be greatly missed in the community.

To Mrs. Miller the entire Bird & Son organization extends the most sincere sympathy.

WHEN YOU BORROW

IF you find it necessary to borrow money, go to your Neponset Credit Union for the money.

Recently a number of employees have received letters soliciting business from a finance company whose rates are more than twice as high as the Credit Union's. The total cost for a \$50 loan for 5 months through them is \$4.50; the same amount for 5 months from the Credit Union is only \$1.90, and if paid back in 25 weekly installments of \$2.00 each, the interest is only \$1.14.

You can borrow \$100 for 50 weeks (almost a year) from the Credit Union, and if you pay back only \$2.00 a week, the total interest comes to only \$4.44—less than the charge on \$50 for only five months, through a finance company.

Think it over, and go to your Credit Union when you need money.

AARON D. RHOADES

AARON D. RHOADES, one of our oldest "old-timers," died at his home on Union Street, East Walpole, on Saturday morning, May 19, at the age of 88.

He always lived in East Walpole and early in life learned the carpenter and millwright trade. He worked for several years at the Hollingsworth & Vose mill, and at the age of 41, in 1887, came to work for Bird & Son as carpenter and repair man. Later he was transferred to the store room where he worked until his retirement in 1919. Although he was with Bird & Son 32 years, he always used to say that he was "just borrowed" from Hollingsworth & Vose.

After his retirement he continued to live quietly at his home in East Walpole.

He is survived by a son Robert E., of East Walpole, and four daughters, Mrs. Frederick T. Marcey of Boston, Mrs. Robert Peloquin of North Easton, Mrs. Wesley Pierce and Miss Adeline Rhoades of East Walpole, and to them we extend our sincere sympathy.

Funeral services were held at the residence on Tuesday, May 22, and burial was in the East Walpole cemetery.

HEALTH NOTES

Treatment of the Feet

DON'T consider your feet "just feet" and forget that they need proper care and treatment if they are going to continue to carry around your 150 or 250 pounds for the next twenty-five or fifty years.

The following directions for the care of the feet are taken from a bulletin issued by the Deaconess Hospital, Boston, where the care of the feet is considered so important that in the new George F. Baker unit of the hospital there is a special room designed solely for attention to disorders of the feet.

1. Wash feet daily with soap and water. Dry thoroughly, especially between toes, using pressure rather than vigorous rubbing.
2. If your feet have a tendency to be dry and scaly, rub well with hydrous lanolin, or any other reliable greasy salve which will keep the skin from drying out.
3. If feet become too soft, rub once a day with alcohol.
4. If nails are brittle and dry, soften by soaking in warm water and apply lanolin generously. Clean nails with orange-wood sticks. Cut nails in a straight line to avoid injury to the toes.
5. All people with overlapping toes or toes that are close together should separate them by lamb's wool. People with large joints or cramped-up toes should wear shoes without toe boxes and only vici kid leather.
6. All people over sixty should have daily rest periods at which times they should remove their shoes.
7. Do not wear bed-room slippers when you ought to wear shoes. Slippers do not give proper support.
8. Wear shoes of soft leather which fit and are not tight (neither narrow nor short). Do not step on floor with bare feet.
9. Use bed socks instead of hot water bottles, bags or electric heaters.
10. After fifty years one hears less well, sees less well, and the sense of feeling is diminished. Remember this and be cautious about the feet.
11. If you are troubled with corns:
 - a. Wear shoes which fit and cause no pressure.
 - b. Soak feet in warm, not hot, soapy water. Rub off with gauze or file off dead skin on or about callus or corn. Do not tear it off. Do not cut corns or callosities. Do not try to remove them with patent medicines.
 - c. If you have diabetes, be *very careful* never to cut your toes. Doing so may mean the loss of a foot or a leg.
12. Consult your doctor for any redness, pain, swelling, any evidence of inflammation, or any other trouble which you cannot explain. Almost any trouble can be easily cured if taken in time.

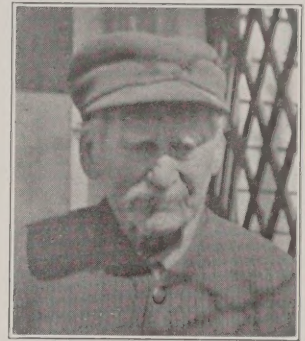
is clean from top to bottom and as safe from fire as you can make it.

Check these points:

1. Clean thoroughly the attic, the cellar, all storerooms and closets. Throw away all useless material and rubbish, packing neatly away everything that you keep.

2. In storing clothes be sure to remove all matches or inflammable material of any kind, and be sure the clothes are not placed near any likely source of fire such as chimneys, steam pipes or stove pipes.

3. If troubled with rats or mice, fight them until the last one has disappeared. They are disease carriers and their nests are fire traps.



Aaron Rhoades, who died May 19, at the age of 88.

4. Sometime before fall inspect chimneys and all heating equipment to be sure it is in apple-pie order for use next year.

5. Inspect all electric wiring for possible short circuits or defective outlets. It's cheaper to buy a new switch or socket than a new house.

6. Keep floor oils, mops, etc. in metal receptacles.

7. Keep matches out of the reach of children, and store them only in some sort of metal receptacle.

8. For absolute safety use only non-inflammable cleaning fluids. If inflammable fluids are used, use them only out of doors, and be careful to store them where there is the least danger of fire.

IS YOUR HOME SAFE FROM FIRE?

SPRING house-cleaning time is just past, and what better time is there than right now to check up on the fire hazards in your own home. Make your spring house-cleaning this year include a real safety inspection. You will then have the double satisfaction of knowing that your house



Doleful Danny dopes it out that if you take the Lab out of Laboratory, all you have left is the usual hot air, which is, perhaps, not to be wondered at!

Notes From Plants and Offices

MAIN OFFICE AND SALES

Alice Clem
Charles Sumner
Sabina Costello
Albert Kimball

Margaret Crane
Dorothy McEleney
Helen Curran
Sophie Eppich

Ruth Milliken

John Andrews of Cost Accounting has been transferred to the Credit Department.

Alice Conley spent a recent week-end in New York City.

The girls in the Stenographic Department now enjoy a ten-minute rest period every morning and afternoon.

Greetings to Harold Murley who has been transferred from our New York office to the Roofing Sales Department.

We welcome Roger Valentine, new correspondent in the Flooring Sales Department.



Elizabeth Ann Bushell,
little daughter of our Box
Salesman, Arthur Bushell.

Did you notice Dick Emerson and his beach umbrella during the last rain storm? Well, anyway, it kept the rain off even if he did look as if he had walked off with a junk dealer's sunshade!

We are sorry to hear that two of our janitors—Sam Graves and Dennis Broderick have been under the weather. Mr. Graves is still at the Norwood Hospital, and Mr. Broderick is now at home and we hope will soon be back with us again.

Charles Sumner left for the Chicago office a few weeks ago, to work for a time in the Credit Department.

Mary Clancy is wondering if pigeons will ever know any better, especially after the windows have just been cleaned.

Martha Clem has been ill for some time. We hope that she will be back with us before many weeks, feeling better than ever.

Mary Geary is now working in the Stenographic Department.

On May 16th there was a big golf tournament at the Cedar Ridge Country Club, Livingston, N. J. Our salesman G. J. Keller, who played in it, writes us that Mr. Shangle of Shangle & Hunt, dealers in Hightstown, N. J., made a hole in one during the tournament. Congratulations to him—Bird quality certainly does count!

Another visit by the stork—This time at the home of H. E. Fuller. It's a boy—Mumford Gregg Fuller, born May 18th.

Josephine Antoine had her tonsils removed not long ago. From all reports she is getting along well.

Poor Joe Hurtt. His wife's away, and he's getting thin trying to attend to all the duties on the "farm" alone.

We are sorry to learn of the death of May Gardner's aunt, Miss Emma Marston, who passed away on Tuesday, May 22, and we extend to Miss Gardner our deepest sympathy.

"Joe" Hurtt has taken up farming. He is going to try to grow watermelons, southern style, at his ranch on Coney Street.

We hear Mary Concannon is burning up the roads between here and Portland lately. There must be a reason.

The far-away look in Gladys Duncan's eyes is just another sign that she is looking forward to the week end in Brockton.

Ollie Tetrault, Anna White and Anne Kelliher can be found during the noon hour in the park playing hop-scotch. Anyone wishing to join in this sport apply to the young ladies.

PAPER MILLS

East Walpole, Mass.

John E. Curran
Herbert Badger
Dagmar Peterson
Herman Nordstrom
Fred Jonah

Edward Geraghty
Charles Rafuse
Sophie Novick
John J. Burke
Mary Driscoll

Mario Boragine

A group of four workers went deep sea fishing on Mother's Day—but they might as well have stayed at home. They didn't catch any fish for "mother"!

Bill Reardon is worried about his health. He gained only five pounds last week.

Frank Nyborn is driving a new Plymouth Coupe.

The new Fairbanks yard scale installation was completed on May 9th. This scale has a capacity of thirty tons.

Dan Reardon is checking up on all cars parked on Mylod Street after 10.00 P.M.

Arthur Doderer was the first one to get sunburned; now we are wondering who will be the first to show up with a pineapple haircut.

We hear that Bill Ivatts has signed up with the "red wings"—anyway he has the cap.

John McLennan is out looking for blueberries already.

Walter Sword and James Geary are already planning where to go on their vacations.

Arthur Doderer, James Donovan and Charlie Knaus have gone into the truck garden business.

John Sigmund has a new 1934 Ford Roadster.

Peter O'Toole, a former worker on the Cutters, was killed by an automobile as he was crossing Washington Street, in Norwood, near Nahatan Street, Sunday night, May 6th. The accident occurred about midnight, and he died at the Norwood Hospital four hours later from internal injuries. He had worked at Bird & Son for about a year.

Thoughts On FF's Cat Family

Well, I see they sang the praises
Of the brood their old cat raises
At the Flooring plant, in last month's big *Review*.
So I write of other phases
In a few well chosen phrases
Of our cat, who chose to have some kittens, too.

Just how many kits, this ratter
Had, just now does not quite matter.
She is marked with pattern that is quite grotesque.
'Ere the kits could grow much fatter,
Learn to eat from off a platter,
The old cat brought them to poor Jim Kivlin's desk!

H. L. B.

The annual saw filing contest between George Eisenhaur and Everett Brennan will take place some time during this month. Anybody interested should get in touch with Brennan.

Phillipsdale, R. I., Mill

*Rexford H. Salisbury
David S. Lowry*

*John H. Nolan
Leslie E. Howard*

Thomas Wynne and Charlie Smith are both driving "new-to-them" Chevrolets.

We are glad to hear that Charlie Riley is getting along so well.

Joe Farrell is also getting along fine and is probably back to work by this time.

Congratulations are being extended to Fergus Christie upon his marriage to Viola Bedford of East Providence on Thursday, May 17.

Rex Salisbury received a present of two rabbits from Harold Hey and is now raising rabbits in a big way.

Charlie Sinnett has invested in some new fishing tackle to see what can be done about beating out Gill as a fisherman.

Open season on skunk hunting has started at Phillipsdale, Joseph Brago getting the first one. It seems that he is somewhat out of practice as, for some reason or other, he had to throw his clothes away.

Frank Moreiro now has a trailer on his car which he can use for taking out ashes, delivering eggs, or any other duty required.

BOX FACTORIES

East Walpole, Mass.

No. 1 Box Shop

*Genevieve Pare
John P. Walsh*

*Earl Boyden
Ralph Farris*

Henry Doudie is biting his fingernails worrying about his pigeons that are on the ocean on the way to America. He is afraid they will get sea sick. We understand that he was going to try to fly them from Scotland. Is there anything to that Doudie?

No. 2 Box Shop

*Mary Bellew
Martha McLaughlan*

*Ambrose Fitzpatrick
Alma Walsh*

Frank Eisenhaur

We welcome three new people in the Printing Department, Anna Lelakis, Agnes Collins and Algot Johnson, and wish them success in their work.

Frank LaCivita has a wonder car in the disguise of a Chevy. He puts it in high, gives it a push, and hops on, as if it was a motorcycle. In this way he says he doesn't have to shift. Some day we expect to see Frankie riding on the rear bumper dragging his feet, if the car gets the jump on him.

William Duquette is the proud father of a prize-winning baby girl. She proved to be the first baby born in May in Norwood, and as a result, Bill and his family were the recipients of all the prizes offered by the merchants of Norwood for the first baby born in May. Some May Basket, we'll say!

Ambrose Fitzpatrick took part in the K. of C. show in Walpole and almost stole the show. We won't divulge what part he took, but will say that if he walked into Germany with that make-up, Hitler would have chased him back across the border.

So many of the girls have blossomed out with new permanent waves that they put the fellows to shame, so the fellows are now considering having their bald heads "simonized" for the summer.

Frank Meyer has started his week end excursions to Falmouth Heights again—which means the ice is all out of the harbor down there.

Correction: Last month we reported Maurice Tarr could take Charlie Rafuse three out of five games of ping-pong. This was an error. Maurice claims he can take Charlie over the traces anytime. We are sorry, but last month we "didn't know that"!

Mary O'Donnell is wearing a big smile this week. She is planning a pleasant vacation.

We are sorry to hear that Klemens Kaseter is very ill at the Norwood Hospital.

Bertha Doderer is now traveling in a Chevy Roadster which she hopes to master by herself soon. We hear you are doing fine, Bertha.

Gertrude Farley is singing like a humming bird these days. June is at hand and the big day is not far away.



The four new men in Phillipsdale's new Tar Saturator Department: John A. Cyronak, Joseph Marshall, Frederick R. Matthews, Richmond G. Thatcher.

ROOFING MILL AND OFFICE

Norwood, Mass., Mill

*William Bothwell
Stanley Phillips*

*John White
Charles Norton*

Edward Hiller

We are pleased to see Henry Smith and Tony Vil Boa back to work after a long illness.

Louis Bagley has been transferred from No. 1 Machine to Inspector on No. 5. Look out the figures don't throw you, Louis.

Walter Bragg is driving a Studebaker sedan instead of a touring car. Guess the cold weather was too much for Walter and he decided to get in out of the breezes.

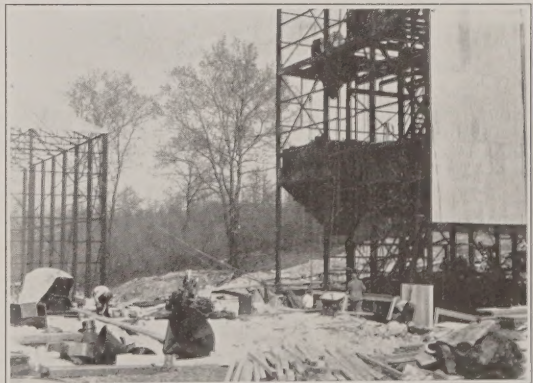
We are very glad to hear that John Ahearn's wife is getting better after a long siege of illness.

Leon Crummett is now working at the Kettle House.

Nelson Bartlett is back from a week at Moose-head Lake, Maine.

Donald Frazier is now working at our Laboratory.

We wonder how many fish Jack Graham and Ted Michienzie caught down at Cat's Neck.



Part of the new section being constructed at our Roofing Plant in Norwood. The size of the buildings and machinery can be judged by the men working in the foreground. The job of construction is under the direction of Harry A. Dresser, with Warren Manson and John A. Timmins as assistants.

John Coroski didn't realize what big feet he had until he lowered an iron plate and found his big toe underneath—result, a very sore toe!

Charles Savage was another early vacationer, taking a motor trip to New Hampshire recently.

Joe DeVirgilio was not training for the B. A. A. Marathon. One day recently, Joe ran from Dedham to the mill, there being no early bus from Dedham at the time he wanted to come.

Nick Radzwell is not crowing much about his big car nowadays, since the insides started to come out through the top. Better buy a Chevrolet, Nick!



"The House that Jack Built"—Jack being Herman Nordstrom of No. 3 Paper Machine. The house belongs to Elinor and the garage is LeRoy's special property. Of course their dad used nothing but Bird products in making these buildings—and he did a good job too!

FLOORING MILL AND OFFICE Norwood, Mass. Plant

John S. Smith
Tom Rogers
Arthur Cripps

Charles Miller
Lester Evans
Laurence Gammell

F. C. wishes to thank everyone for the many kind expressions of appreciation of his first literary work.

Sally Milesky came to work with a most wonderful diamond just shortly after the publishing of a certain poem in the last "Review." They say that Sally took a copy of the "Review" for the boy friend to read and it's our guess that before he had finished reading it, he had started to the jeweler's to buy a diamond that would let the world (and Sally) know of his good intentions.

The new "wharf" at the Undercoat Department, on the Neponset River is completed now, and although it does not seem likely that the Leviathan will dock there this summer, it will probably come in quite handy for storing rolls. A new pebble mill and a new crane rail system have also been installed, making a great improvement in the method of handling the material.

Clarence Phillips has a new Chevrolet coach and Arthur Bent a new Ford V-8.

Joe Adamonis spent his vacation painting his house.

Arthur Cripps took the long leap on Wednesday, May 2nd, marrying Miss Priscilla Bicknell at Sharon, where they are now making their home. Congratulations and good luck to them.

Summer has arrived! Frank Clem has taken his summer pants out of moth balls and is sporting them for the benefit of his fellow workers. Most of his friends call these pants "candy pants"—but "ice cream" pants wouldn't be a bad name for them either.

But Frank isn't the only sport. Ed Phillips also wears very classy trousers of a delicate shade of gray—and they are brand new, too!

Heard at the mill:

Which do you wish, a 6x9 rug or a 9x6 one?

Oh, reverse it and it will be O.K.!

Joseph Lokitis and Miss Mary Coorkus of Canton were married May 12th. Congratulations, Joe!

Charles Johnson has shaved off his bushy mustache so now we can see what he looks like.

Bert Ellsworth is driving a new Plymouth.

Frank Clem denies all knowledge of the authorship of the poem in last month's *Review* and wants this to be emphasized so that all will know. But nobody seems to be convinced by his denial.

CHICAGO MILL AND OFFICE

Ray Wolf
R. Koerbel Smith

Del Lyndon
Gladys Davis

Virginia Szukalla

"Aufwiedersehen"

Time—May 1, 1934.

Place—Vassar House.

Event—Wishing Bernice Cranston Good Luck and Success.

Art Work on Place Cards—Geo. R. McNay.

Gift Prizes—Selected by F. Leonhardt, M. McNay, D. Lyndon.

Sound effects—Entire Company.

Music—M. Mulhall, Ann Kelley, Olson and Johnsons.

CAST

Bernice Cranston, Leading Lady.

Chorus—Myrtle Brebach, Ida Mitchell, Marge Thompson, Marge Mulhall, Glad Davis, Frances Johnson, Ann Kelly, Del Lyndon, Ann Pollock, Mary McWade, Virginia O'Brien, Virginia Szukalla, Frieda Leonhardt, Edith Johnson, Marge McNay, Norma Olson, Alice Corr.

Act I

Dining Room—Entire Company seated at long table.

Bernice C.: "We want eats!"

Chorus: "We want eats!"

Enter: "Eats."

Exit: "Eats."

Act II

Presentations of gifts.

Bernice C.: "Ohhhh! a dictionary—just what I need."

Definition of several words read.

Another "Ohhhh" as second box is opened—disclosing peach color unmentionable.

Act III

Scene: Card room.

Bridge: Entire company (crunching candy).

Prizes: taken by Ann Kelly, Ann Pollock, Alice Corr, Mary McWade.

Act IV

Palm Room.

Palms read by Madam Zayala.

Act V

Grand Finale: Entire Company.

"A Good Time Was Had by All."

If there is anyone who has not seen E. H. Jansen recently, it is because of his having been arrested for not having the vehicle tax on the Expando truck. Please omit flowers.

We understand there is a young man in the office who recently had an experience (we'll leave it to you to determine whether it was embarrassing or not) upon his return from a trip south.

It seems while south on company business he was asked to look after the comforts, direction, of a certain man's wife, who was to travel on the same train as this young man. Everything ran along smoothly until they reached Chicago, the

destination of the young man. It so happened that the young lady in question (a very attractive, beautifully dressed southern brunette) had to make train connections at Chicago, and because of the fact that their train had been about an hour late, there was very little time left to make connections. Our "Sir Walter Raleigh" gently but firmly grasped the young lady's arm, held her suitcase, and together they dashed down the platform to get to the other train. On sped the couple, and just as they were coming through the station, whom should they meet—none other than the wife of "Sir Walter Raleigh" with her entire Bridge Club. Tricky situation, n'est pas?

Another condition which has arisen is—Lillian Knight is now taking up bicycling (pronounced by-cycling). She has even the proper wearing apparel. It's really quite the "nertz". We hope soon to have a demonstration of her ability to stand up on the machine, riding two at a time or some such thing.

It looks like a lot of the girls in the office are getting in trim for something or other. The girls in the Stenographic Department will soon look like husky brutes or brutesses with the exercise they are getting on the Hectograph machine, the billing machine, addressograph machine, switchboard, etc.

A few days ago Marge Thompson did a trick in magic. She tipped her chair back, miscalculated as to its angle and disappeared under the desk. She stayed there so long the rest became anxious. It so happened though that it took that long to get her legs and arms disentangled.

Lost—Man, by E. Walpole. The girls at Chicago have decided they won't let Charles Sumner go back east.

The baseball season has opened—the Bird Indoor Team has played three games—they have lost two and tied one. The first game they were beaten 6 to 3—the second 2 to 1, and third tied 0 to 0. The highlights of these games were primarily the numerous strikeouts.

R. Gusick and A. Julien received their portion of abuse for their valuable assistance in dropping easy flies.

We note that the last few days of the month have brought out the old panamas—E. Gach and M. Meyer turned up the other morning looking as though a couple of quarts of Naptha had been used.

H. Altman and G. Hornof were two of our victims of "Old Sol" last week-end—unguentine ruled supreme.

Vacation fever is in the air—already we have inquiries for various fishing spots, tackle, camps, etc.

On the bulletin board is a notice asking for twenty men to join a First Aid Class to be held at work. This is a wonderful opportunity to learn and perhaps be of vital importance to either a fellow workman or to your loved ones at home. Be one of the first to register with Mr. Meyer and learn the value of "first aid" and how to apply your knowledge. Remember old ideas in "first aid" have changed rapidly so be among the twenty men that learn the new principals.

We wish to correct a statement in the last issue. By error it was reported Frank George was ill whereas it was "Shorty" instead. Nevertheless it's all in the family.

Bob Rush now gets more meat in his lunch than usual quota. Perhaps it is because a member of our Cuisine Department likes to ride in his Auburn and, incidentally, it has "got" live power.

The quiet peace of No. 1 winder has been disturbed recently. We wonder why?

Joe Blosky is all smiles—Honestly he is learning to make a ringer now and then while playing horse shoes. Reason, well, Mr. Meyer is not quite as boisterous as usual. Joe's nerves are poor you know.

A grass fire near the paint shed was quickly put out by the fire department the other day with no damage shown.

Due to the change in operations in the Chicago office, the girls in the stenographic department have acquired the job of running the Hectograph machine. They have each been trying to learn the intricacies of its routine and right now, as Virginia O'Brien says, "Hex marks the spot."

An observation—Gene Moore's car held on a red light. Mary Curran bounding across 79th Street expecting to climb

in. A friendly green light saved much embarrassment for the driver and Mary, too, for as the car vanished down the street she noticed the absence of the "Lily" tire cover. Traffic cop, storekeepers, etc., wondering what it was all about as Mary slowly wended her way back to a waiting street car. It might be a good idea if Gene would place some indentifying mark on the windshield of his car for the convenience of those who watch for his car on 79th Street.

Bird & Son have been taken for bird cage and seed manufacturers, but here's the latest wrinkle. The following telegram was received recently by the Floor Covering Department from one of their customers, "Express Immediately 1,000 each three and four inch Red Hots."

Frank Kruzanga's main hobby is farming.

Wow! What was that just passed us? Just Al Bohnenberger doing 90 in his new V-8. Reports say that he is having great trouble in getting it waxed.

E. J. Moore popped in the other afternoon with a red-haired baseball moustache (9 on each side). The boys had a hard time recognizing him in the disguise.

Did you ever notice the salt Tom Cooling uses in his sandwiches?

George Heugel's son was struck by an automobile, but luckily the injuries were only slight.

J. G. Young has made a trip to St. Paul, and came back safely.

"Young Blood" Farrow is back with us again and is giving us some very fine imitations of Joe E. Brown.

The innumerable tales of Ollie Jones continue day after day, and the latest is that he just spent a few days at the Ball Park with Manager Lou Fonseca and he tells us that prospects look very bright for our White Sox.



"Gus" Hagman, Flooring Plant, shown with one of the economy features of the new Chevrolet. We understand this is standard equipment!

QUESTIONS AND ANSWERS

1. If the daily production (24 hours) on No. 5 Machine was stretched out in a single sheet, how long would it be?
2. For what use are all the dry cell batteries in the basement of the Main Office, under the Information desk?
3. How many men are required to operate the new tar saturator at Phillipsdale?

Answers to these questions are on Page 15.

ACCIDENTS

MAY was not a "merry month" this year, as far as accidents were concerned. Look at this list of lost timers:

John Sullivan, Maintenance Department, was moving a press roll on May 1st and dropped it onto his left large toe, causing a contusion of his toe which has kept him from work the whole month.

On May 9th it was discovered that Amelia Galganskas, No. 1 Box Shop, had injured her back lifting a heavy bundle of cases. The accident occurred on the 9th of February, and her back had bothered her since that time. On May 9th it began to trouble her again so she started to lose time, and is still out.



These men from No. 1 Box Shop loaded this truck with fourteen tons of Insulating and Building Board—the largest single shipment of these products ever to leave our mill. Left to right: James Sullivan, truck driver, Kenneth Towle, Peter Flaherty, John Hunter, Charles McDonald, and Wilmer Wiggin.

William Paver, Machinist, received a burn on his right leg on May 7th. He was repairing a pump, and stepped back into an open catch basin, partly filled with hot water. Lost 8 days.

Accidents are not decreasing as we would like to see them. Hospital reports show that our minor accidents are increasing too and that many of them are happening to the new workers who are not wholly familiar with their jobs. Bird & Son workers have always had the reputation of being careful workers and we are proud of our accident records of the past. We hope that every new worker will take extra care so that he will not be the cause of some foolish accident which may be both painful and costly to him. We want only Safe Workmen in our mills. Learn your job thoroughly and Think as you Work.

May was a poor month. Let's see to it that June has a better record. It's *your* responsibility.

SELLING THE PRODUCT

Compliment for Southern Dealer

The following memorandum was recently received from L. D. Jenkins, Roofing Salesman in Maine: "I recently spent a few days in St. Petersburg, Florida, and while there I took the opportunity of visiting the lumber yard district. I called at the office of the All States Lumber Company, our dealer there, and was impressed with the appearance of the yard; a neat panel display of our shingles, the pleasing style of the buildings, a fine storage shed floored with cement, and a general aspect of neatness in and around the yard. It was the cleanest and best kept yard among the three or four in the neighborhood."

In Huntington, West Virginia, the Carolina Lumber Company puts on an annual Dog Show as feature of their Spring selling campaign. It is held at the lumber yards where visitors can see the company's display of roofings and building products, as well as enjoy the big "show". It was held on Saturday, April 21, and nearly two-thousand people attended—not to mention how many dogs. The announcement stated that any type of dog had a chance, and "even if you don't own a dog, bring yourself—You might win a prize —(by mistake)!" The show was a huge success, and the company promises the public a bigger and better one next year.

Robert P. Roberts, New York Salesman, reports that a well-known contractor of Endicott, N. Y., has recently purchased twenty squares of custom built shingles for his own personal use. This contractor is well acquainted with all the different makes of asphalt shingles and asbestos shingles, and Mr. Roberts feels especially proud to know that he has chosen Bird Custom Built Shingles to use on his own building.

The Boston Sunday Post is to run a series of five full-page advertisements, with the definite purpose of promoting home modernization. The first page appeared on May 20th, and they will continue every other week, so that the campaign covers a 10 weeks' period. The advertisement states that thousands of New Englanders who wouldn't be seen on the street in "1920-model" cars are living in "1910-model" house. Then advice is given on how to modernize homes at a minimum of expense. The advertisement will also interest people in attending the Architect's Exhibit at 11 Beacon Street, Boston. Our own Bird & Son advertisement appears on the same page in the Boston Sunday Post with this promotional advertising, and we also have a fine display at the Architect's Exhibit. This is good advertising for us.

FIFTY--FIFTY

by
H. B. Fuller

The business girls have lots to do,
Of this there's little doubt.
With office work and "things" at home
It's "rush" if going "out".

Though they may often wash and iron,
And sometimes clean and press,
Use powder puff and vivid rouge,
The good Lord them did bless.

And though they pout and stamp their feet—
Surcease from such things crave,
They do not have man's bugaboo—
The damned diurnal shave!

SOME folks have golf for a hobby, some gardening or wood-carving, but when our New York Box Salesman, H. B. Fuller, wants to have some "real fun" he writes poetry. The verses above were sent in to us last month, and we hope there will be more coming for use in later issues.

If you haven't the gift for writing in rhyme, you may work for a week and not get anywhere, but Mr. Fuller has the gift, and we suspect that he can dash off verses like these quite easily—before dinner, or while executing that "damned diurnal shave"!—Editor's Note.



HERE'S YOUR CHANCE

THE Duracork Department challenges any department in Bird & Son to a real game of baseball. This department has just organized a team, with Victor Babel as captain and manager.

This team has already started practice and has several games scheduled. One of their first will be with the Flooring Maintenance Department.

They tell us they will play any one, but are especially interested in signing up with other departments in our company. Anybody interested should get in touch immediately with Roscoe Shorey or Victor Babel of the Duracork Department.



Answers To Questions On Page 13

1. In the course of 24 hours the sheet would measure 70 miles.
2. These batteries are used in connection with the telephone system, and are connected to the synchronizing circuit. When the correct time is sent out to our Master clock over the Western Union wires, the "juice" from these batteries is used to adjust all clocks to the correct time.
3. The saturating machine itself requires only one man to operate it. In the whole department there are four men.

TEN COMMANDMENTS

THE following clipping was submitted to the *Review* by one of our employees, who thought the advice given in these workman's "Ten Commandments" was worth reprinting.

An Operator's Ten Commandments to His Employees—

1. **"Don't lie,"** began the first commandment posted in a certain operator's business establishment. "It wastes my time and yours. Besides, I'll catch you in the end, and that'll be your end." The other commandments were just as short and to the point:

2. **Watch your work, not the clock.** A long day's work makes a long day short, and a short day's work makes my face long.

3. **Give me more than I expect** and I'll pay you more than you expect. I can afford to increase your pay if you increase my profits.

4. **Owe nobody.** You owe so much to yourself that you can ill afford to owe others. Keep out of debt or out of my shops.

5. **Be honest.** Dishonesty is never an accident. Good men, like good women, can't see temptation when they meet it.

6. **Mind your own business** and in time you may have a business of your own to mind.

7. **Keep your self-respect.** The employee who is willing to steal for me is capable of stealing from me and is not wanted here.

8. **Watch your off hours.** What you do off the job is your business, but if it affects my business, that's something else.

9. **Don't be a yes-man.** Tell me only what I ought to hear, not what you think I'd like to hear.

10. **Don't kick if I kick.** If you're worth correcting you must be worth keeping. I don't waste time cutting specks out of rotten apples.



Two sections of the new addition to the Roofing Plant, in the process of construction. Work is being rushed here, and it will not be many weeks before this new plant is in operation.

VERY SHORT STORY

The professor's secretary saw a magnificent blonde carrying some papers enter the office smiling sweetly.

"Lissen, ya lousy co-ed," snarled the jealous secretary, "If you try to muscle in on my territory, I'll plant you among the potatoes."

"Hell, don't mind me," answered the other. "I'm only the professor's wife."—Ala. Rammer-Jammer.

Frosh: "Look at the wrinkles on that co-ed's neck!"

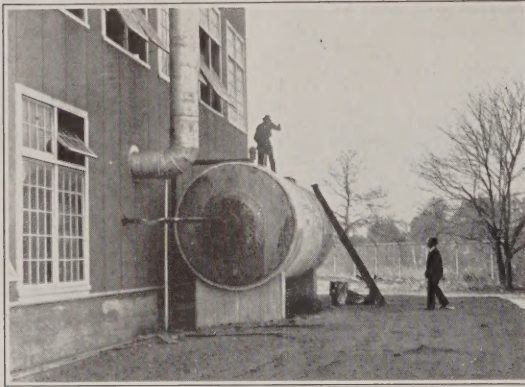
Senior: "Wrinkles, hell! Those are service stripes.—M. I. T. Voo doo.

WHAT IS THIS GOLF?

GOLF is a form of work made expensive enough for a rich man to enjoy it. It is physical and mental exertion made attractive by the fact that you have to dress for it in a \$200,000 Clubhouse.

Golf is what letter-carrying, ditch digging and carpet beating would be if these three tasks had to be performed on the same hot afternoon in short pants and colored socks by gouty-looking gentlemen who required a different implement for every mood.

Golf is the simplest looking game in the world when you decide to take it up and the toughest



Joseph Marshall testing the depth of the tar in the ten thousand gallon tank at Phillipsdale (See Page 1).

looking after you have been at it for ten or twelve years.

It is probably the only known game a man can play as long as a quarter of a century and then discover that it was too deep for him in the first place.

The game is played on carefully selected grass with little white balls and as many clubs as the player can afford. These balls cost from seventy-five cents to \$25.00 and it is possible to support a family of ten people (all adults) for five months on the money represented by the balls lost by some golfers in a single afternoon.

A golf course has eighteen holes, seventeen of which are unnecessary and put in to make the game harder. A "hole" is a tin cup in the center of the "green". A "green" is a small parcel of grass costing about \$1.99 a blade and usually located between a brook and a couple of apple trees or a lot of unfinished excavations.

The idea is to get the golf ball from a given point into each of the eighteen cups in the fewest strokes and the greatest number of words.

The ball must not be thrown, pushed or carried. It must be propelled by about \$200.00 worth of curious looking implements, especially designed to provoke the owner.

Each implement has a specific purpose and ultimately some golfers get to know what that purpose is. They are the exceptions.

After each hole has been completed the golfer counts his strokes. Then he subtracts six and says, "Made that in five. That's one above par. Shall we play for fifty cents on the next hole, too, Sharlie?"

After the final or eighteenth hole, the golfer adds up his score and stops when he has reached eighty-seven. He then has a swim, a pint of gin, sings "Sweet Adeline" with six or eight other liars, and calls it the end of a perfect day.

J. B. Bickford.

Editor's Note: Mr. Bickford is head of the Bickford Engraving and Electrotype Company of Providence, with whom Bird & Son does some business. Besides holding this position, he must also know something about golf, judging by his above remarks.

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CITIZENSHIP PAPERS

IF you are considering taking out either first or second papers, now is the time to do so. A recent announcement informs us that costs on all forms and documents necessary have been cut in half. Both first and second papers can now be obtained for five dollars each, instead of ten.

See your foreman today and make arrangements through him, or if you prefer, apply to the Personnel Department. Help will be furnished you gladly.

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Recent Visitors At Our Plants

East Walpole and Norwood Plants

Mr. Gach, Chemist at the Chicago Plant.

Messrs. Raymond Tower and DeWitt Tower, Tower Paper Box Co., Palmer, Mass.

Messrs. Miller and Costello, Bogota Paper & Board Corporation, Bogota, N. J.

Mr. and Mrs. E. L. Wood of the C. G. Wood Box Company, Everett, Mass.

Mr. M. G. Biberthaler, Purchasing Agent, Silex Company, Hartford, Connecticut.

Mr. George Heppes, The Flintkote Company, East Rutherford, N. J.

Phillipsdale Plant

Mr. Herholtz, master mechanic of the National Asbestos Company, Jersey City.

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EXTENSION LEAFLETS

Through our Bird & Son Library anyone may obtain free information from the Massachusetts State College on all subjects relating to the care of the home and the farm. If you want the latest advice on any sort of home management or gardening problems, communicate with Miss Blaney of the Library. There is a list of several hundred publications, any of them available for the asking.



BIRD PRODUCTS



Roofing Division

BIRD Shingles

NEPONSET Twins Thick Butt	Special 3 in 1 Thick Butt	3 in 1 Thick Butt
NEPONSET Double Twins	American Double Twins	Super 3 in 1 Thick Butt
Improved Twin Lock	Hex-Twins	Individuals
Custom Built	Lock-Butt	Giant Individuals
Art Wall Siding	BIRD Insulated Bric-Siding	
	Bric-craft Siding	Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Craft	Shingle Design	Slate Surfaced	American Ready
Old Reliable	Universal	Waterdyke	Proslate Roofing, Blind Nailed	

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Coated Kraft	Reenforced Kraft Paper	Duplex Kraft

BIRD Wall Board

NEPONSET Board	American Board
SUPER-NEPONSET Board, Tile Design	

BIRD Specialties

BIRD Insulating Board and Lath (Laminated)	BIRD Building Board
Rubberlike Flooring	BIRD Insulating Blanket
Paroid Built-up Roof	BIRD Deadening Felt
Floor Dressing	Asphalt Felt
Plastic Cement	Roof Coating
Fibercoat	Asphalt Emulsions
	Emulsicoat

Flooring Division

BIRD Rugs	BIRD Floor Coverings	BIRD Tile Flooring	BIRD Rug Border
Economy Rugs	Economy Floor Coverings	Economy Hall Runner	BIRD Hall Runner
BIRD Carpet and Rug Cushion	BIRD Lining Felt	BIRD Saturated Felt	
BIRD Duracork Floor Covering	BIRD Duracork Hall Runner	BIRD Floor Wax	
	Rubberlike Flooring		

Box Division

Solid Fibre and Corrugated Fibre Shipping Cases	Wood Frame Fibre Shipping Cases
Textile Board	

Carton Division

BIRD Shoe Cartons	NEPONSET Waterproof Paper Flower Pots
Tack and Screw Boxes	Flower Pot Covers
	Earth Bands
	Plant Boxes

Special Paper Division

Index Pressboard	Rocket and Torch Paper
Dry and Waterproof Felt Papers for Special Purposes	
Cable Insulating Papers	Laminated Book Cover
	Industrial Filter Paper

BIRD & SON, inc.

Established 1795

EAST WALPOLE, MASS.



{List of Bird Products on Inside Back Cover}

BIRD'S NEPONSET REVIEW

Vol. XXII

July 1934

No. 7

GALA OUTING FOR BIRD & SON EMPLOYEES

FOR the first time since 1928, Bird & Son workers are planning an outing. The new S. S. Steel Pier is to be chartered by the Committee for an all-day cruise to Provincetown on Saturday, July 28th.

Special transportation will be arranged to and from Boston, and the boat will sail from Long Wharf at nine o'clock. It is a four-hour cruise across the waters of Massachusetts Bay to Provincetown. The boat is a roomy one, accommodating 2000 people; a nine-piece orchestra will furnish music for dancing and this will also be broadcast to all parts of the boat through a series of loud-speakers. There will be ample opportunity for all kinds of deck games, including tennis, horse-racing, and shuffle-board.

Arrival at Provincetown will be at one o'clock and there will be a "shore leave" of four hours, during which each one will be free to choose his own entertainment. There is a fine bathing beach within easy reach, an Athletic Field where sports events will be carried on, a nearby Golf Course, and most unusual of all a fleet of 34 battleships (part of the Pacific fleet) in the harbor, which may be visited. These battle-ships will soon be returning to the Pacific Coast again, and this may be our only opportunity to see such a sight for some time. Those who are interested in art, or history, will find plenty of both within a few minutes' distance of the boat landing. Provincetown's famous art colony will be at the height of its season and there will be any number of quaint antique and curio shops for those who want to visit them.

At five o'clock the ship will start the trip back and we shall enjoy the thrill of a cool evening sail back to Boston Harbor, with special entertainment on board all the way.

This glorious trip is for all employees of Bird & Son and their families. Single employees may invite one guest each. The charge for each adult is \$1.00, and for children, 50c. All children under the age of 5 may be taken free of charge. There will be no charge for the transportation to and from Boston. On board the ship is a dining room where a limited number of people can be accommodated for dinner. Many families

will doubtless want to carry lunches along, and still others will want to wait and eat at one of Provincetown's many famous restaurants. For the evening meal coming home, box lunches will be given to every passenger free of charge.

Further details will be announced later so that you will know the complete plans before the date of the Outing. It surely looks like the "best ever"—a trip which none of us will want to miss. Make your plans now, and we'll be "seein' you" on Saturday, July the 28th!



NEW COUNCILS

WHEN our Plant Councils were organized all divisions in the Paper Mill were originally included in the Paper Mill Council. At the request of the Maintenance Department, it was decided to form two separate Councils, one for the Paper Mill and another for the Maintenance.

This necessitated new voting Divisions in the Maintenance Department, the election of one additional Representative, and appointment of one new Management Representative.

The Paper Mill Council now has the following membership:

Elected Representatives: Patrick McNulty, Henry Treen, Michael McDonough, Lawrence Balduf, Bartley Barrett.

Appointed Representatives: C. W. Conrad, Ralph Wilkins, John J. Burke, William F. Geary, P. A. Guttormsen.

The new Maintenance Council is as follows:

Elected Representatives: Jesse King (Departments EM, EME, EMM); Joseph S. Walker (Departments EMP, EMT, EMY, EML, EMS); George Wallace (Departments EF, EMW, EMZ).

Appointed Representatives: C. W. Conrad, Fred B. Duncan, Joseph A. Sheehan.

Fred Jonah, who served as representative from the Finishing Mill has transferred to the Paper Machines. Henry Treen has been elected to serve the balance of the term.

Beginning immediately, these two Councils will function independently, and through this new arrangement it is hoped that both will be able to solve their own particular problems more quickly and easily.

NO LOST-TIME ACCIDENTS IN JUNE

GOOD WORK!

This is the First No-Accident Month for us since June, 1933

NEW APPOINTMENTS

EARLY in June announcement was made of several new appointments in our organization and in our affiliated company, Building Products Limited of Canada.

Messrs. Richard C. Floyd (Executive Assistant to the President), H. Eugene Sawyer, Jr. (President of the Floor Covering Sales Corporation) and Benjamin H. Roberts (General Manufacturing Manager) were elected to the Board of Directors of Bird & Son, inc.

Mr. P. H. Bailey, (Director and General Sales Manager), Mr. R. C. Floyd and Mr. Benjamin H. Roberts were elected Vice-Presidents of Bird & Son, inc.

Mr. H. E. Sawyer, Jr., formerly Vice-President of the Floor Covering Sales Corporation, was elected President of this organization, and Mr. A. H. Anderson, Vice-President and Treasurer. Mr. Anderson was formerly Secretary-Treasurer of the Corporation.

At the Canadian Plant—Building Products Limited—the following elections were announced:

Mr. Philip R. Allen, Chairman of the Board of Directors.

Mr. William R. McNeil, President. (Mr. McNeil was formerly Vice-President and Managing Director.)

Mr. C. P. Cowan and D. P. Hatch, Vice-Presidents. Mr. Cowan is also Manufacturing Manager, and Mr. Hatch, Sales Manager.

Mr. R. C. Crooker continues as Secretary and Treasurer.

TENNIS NOTES

LESS than a week after the opening of the tennis courts at Walcott Avenue, the Tennis Team played its first match on June 16th with the Brockton Y. M. C. A. at Brockton.

The match was lost 5 to 2, as was the first match at Brockton last year. The winners for East Walpole were John O'Kane and Stanley Phillips, playing No. 3 and No. 4 singles, respectively.

A return match will be played at Walcott Avenue courts on June 30th. The only other match scheduled at this time is a match at Mansfield on June 25th.

VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during July:

			Years
James J. Geary	7- 9-1883	Paper Mill	51
Elmer Bartlett	7-25-1885	Vice-President	49
Thomas Graney	7- 8-1890	Maintenance	44
Martin King	7-14-1892	Maintenance	42
James Hammond	7-14-1894	Paper Mill	40
W. F. Geary	7- 1-1896	Finishing Mill	38
Eric Anderson	7- 2-1898	Maintenance	36
James Hadden	7- 1-1903	Retired	31
H. B. Fuller	7- 1-1905	Box Sales	29
Sam Graves	7-16-1906	Janitor	28
C. H. Andrews	7-10-1907	Box Sales Manager	27
A. H. Russell	7-27-1907	Purchasing	27
John Graney	7- 8-1908	Watch	26
Fred Weiss	7-23-1909	Box Shop	25
John Zabrowski	7- 6-1911	Box Shop	23
Holly B. Dyer	7-14-1911	Finishing Mill	23
Carl Osterlund	7-28-1911	Maintenance	23
William E. Harper	7-30-1912	Power and Steam	22
John Lydon	7-24-1913	Box Shop	21
Patrick Costello	7-29-1913	Finishing Mill	21
Wm. J. Colmer	7-11-1919	Flooring Plant	15
Chas. Seavey	7-14-1919	Roofing Plant	15
James Weir	7-23-1919	Flooring Plant	15
John Weeks	7-31-1919	Roofing Plant	15
Martha Clem	7- 1-1924	Office	10
Felix Counter	7- 8-1924	Flooring Plant	10
Albert Duffy	7-11-1924	Flooring Plant	10
Edward Holmes	7-21-1924	Box Sales	10
B. L. Sears	7-21-1924	Flooring Sales	10
Albert Gilmore	7- 1-1929	Paper Mill	5
Perley H. Mudgett	7- 1-1929	Paper Mill	5
Edgar Bigelow	7-18-1929	Box Shop	5
Thomas Mullane	7-29-1929	Flooring Plant	5
George Hogarth	7-29-1929	Box Shop	5
Vito Carchedi	7-30-1929	Roofing Plant	5

Phillipsdale

Fergus Christie	7- 1-1913	21
Edward Kelley	7- 6-1914	20
E. J. Medbury	7-19-1919	15
Antone Dias	7-28-1924	10
William Andrew	7-16-1929	5
Joseph McBride	7-25-1929	5

Chicago

Harry C. Prinzler	7- 1-1913	21
William Jenkins	7-12-1929	5

Canada

C. P. Cowan	7-10-1910	Montreal, Que.	24
J. Pitcher	7-31-1911	Pont Rouge	23
R. Briere	7-14-1924	Pont Rouge	10
E. A. Woodward	7- 1-1929	Montreal	5

FOR SALE

Four-room Bungalow—all improvements—Garage. Handy to mills. Price Low. See R. J. Stoddard, or call Walpole 720.

Lock-Butt Shingles Fit Your Pocketbook

PERHAPS you have delayed repairing your roof because of the expense and trouble of ripping off the old shingles. Of course, removing the old roof is a dirty, messy job, littering your lawn and garden with splinters, nails and shingles, and filling the house with dust.

But Bird Lock-Butt Shingles eliminate all this trouble. They are particularly constructed for use right over the old wooden shingles—a great saving in time and labor.

There is a color to suit your taste and make your roof distinctive—Red, Green, Blue-Black and Variegated Art Blende.

Ask us to estimate on a new roof for your home. It does not obligate you in any way.



BIRD ROOFS

are made for

Every Type of Building

An extensive assortment
of colors

A wide range of
weights, sizes and form



BIRD & SON, inc.

Established 1795

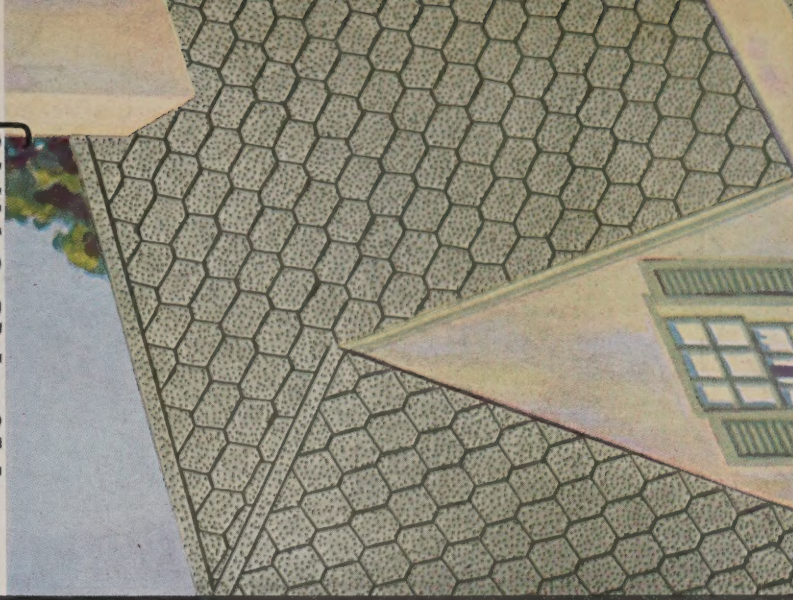
EAST WALPOLE, MASS.

*Chicago Office and Plant: 1472 W. 76th St.
CHICAGO, ILL.*

Hamilton, Ontario

Montreal, Quebec

MODERNIZE by Re-Roofing



SUGGESTIONS

EIGHTEEN suggestions were accepted at the regular meeting of the Suggestion Committee on June 6th. Herman Lauble, No. 1 Box Shop, received a special award of \$10.00 for five accepted suggestions.

Classified as showing a savings in manufacturing cost and given an award of \$10.00 each:

Half-size drum with valve for filling 1 and 5 gallon pails
Arthur T. Spinks, FBC 6
Change in gum strips rolls at FBPM5

Interchangeable die
Hilton Taggart, FBPM5
R. L. Watson, FX1 Office

Classified as of intangible value and given an award of \$5.00 each:

Advertising on Shingle Packages G. M. Armstrong, CE Sales
Grating on Floor Between Screens Albert Carlson, DPP79
Cut Down Flange of Grease Retainer on Saw

Felix Counter, FFR38
Pull Ropes on Crane Rail Switches in No. 3 Print Room

Clare Hayman, FFN
Remove Chain at Calendar Machine William Heino, FFG11
Change Counter on DFGM2 Slitter Francis J. Howe, DFF
Cut Piece Out of Channel Iron on FXCM1 Hoist

Herman Lauble, FXC
Brass Brushes at Blanket Section FXCM2

Charles Mutch, FXC
Wider Pan at First Stack—DMPM5

Frank W. Nyborn, PMJ
Lengthen Shaft for Circular Disc on FXGM34

Patrick O'Toole, FXG
Sign at Short Street Winfred Schaier, FFR
More Distinct Separation of Ediphone Folders

Mary E. Stone, VN
New Type Guard at Chopper on FXCM1

Patrick Sylvester, FXC
Use Grease Gun at Jordan Bearings

Edgar C. Vatcher, DPB
Remove Shades on Lights at Ageing Room

Walter Wallis, FFN

NEW LIBRARY OPEN

THE new Branch of the Walpole Public Library, located in the Wednesday Club building, is now open. Hours, daily—2 P. M. to 6 P. M. and 7 P. M. to 9 P. M. The services of this library are available to all residents of East Walpole and all Bird & Son workers, whether residents or not, free of charge.

SOCCER NOTES

by
John H. White

SINCE our last report, the Soccer Team has defeated Medford and Bunker Hill Celtics, 3 to 2 and 2 to 1. Both games were played at Sullivan Square, Charlestown, and were Boston and District League games.

Sunday, June 17th, we played Medford in the first round of the James M. Curley Cup competition at East Walpole, and were defeated by 7 to 4 after a hard fight, with Eastman, Stalpestad,

Hansen, Ed. Hogan and the new goal tender, Arnesen, absent.

This ended our 1933-1934 season during which we annexed the amateur Championship of the State, and qualified and played in the New England Championship, being defeated by St. Michaels of Fall River. After replayed games, Quincy Point beat us in the semi-finals of the open State Championship.

GOLF LEAGUE

THE latest standing of the Golf League shows the Personnel Department in the lead; they have not lost a single point yet. Team standings as of June 26th are as follows:

TEAM	Won	Lost	Per Cent Won
Personnel.....	15	0	1000
Flooring Machines.....	9	3	.750
Roofing Office.....	6	3	.667
Main Mill.....	2	1	.667
Flooring Office.....	9	6	.600
Flooring Laboratory.....	6½	8½	.433
Traffic.....	4	8	.333
Accounting.....	3	9	.250
Printing.....	2½	9½	.208
Flower Pots.....	3	12	.200

BASEBALL NEWS

OUR Baseball season opened on Saturday, June 23rd with a game at Braintree with the Braintree White Sox. It was a hard fought game between two evenly matched teams, with Braintree winning out 3 to 2 in the last inning.

The second game was with the Norwood Tammany Club on the following day, and Bird & Son easily walked away with the laurels, with a final score of 9 to 3.

At this writing a game is scheduled for Sunday, July 1st with the Fisher Shoe Company of Randolph, one of the best teams in this section. Watch for announcements of future games on our bulletin boards.

CORRECTION

It was stated in the June Review that working hours for the No. 2 Box Shop under the Set-Up Paper Box Code were 8 hours a day, and an average of 40 hours a week in any 13-weeks period. This was incorrect as the Code provides for 40 hours a week with an "annual tolerance of 7½%". This means employees may work 43 hours a week throughout the year, or any number of hours a week up to 48, providing it is averaged over a year's time to 43 hours a week.

FOR SALE

Five 5:50 x 17 Auto Tires. Very small mileage on them. Price very reasonable. See Mario Boragine, Boiler Room.

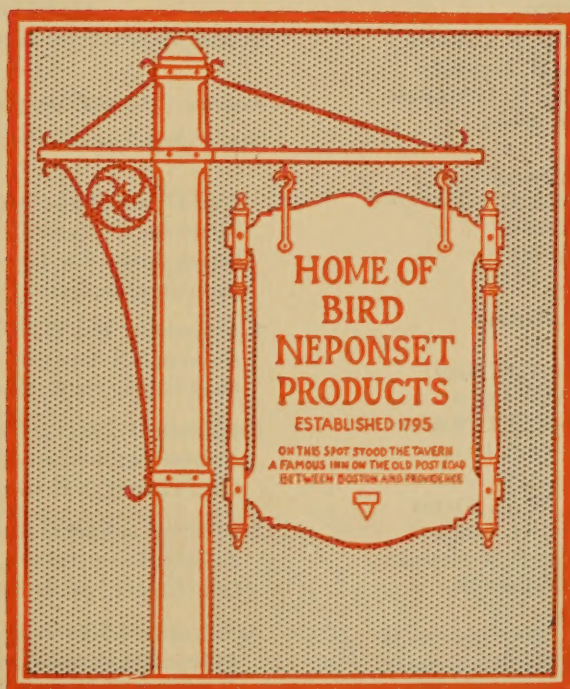
ACKNOWLEDGMENT

We wish to thank our friends at Bird & Son for the flowers and the kind expressions of sympathy during our recent bereavement.

Vincent DeLaiarro
Paul DeLaiarro.

BIRD'S *Neponset* REVIEW

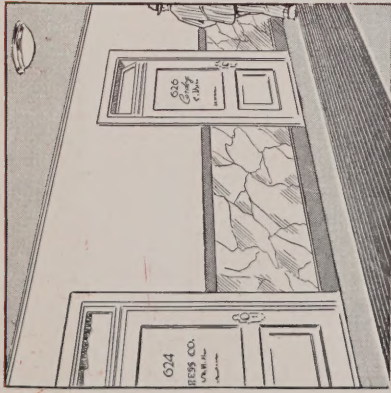
Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



VOL. XXII NO. 8

AUGUST 1934

BIRD RUBBERLIKE FLOOR COVERING



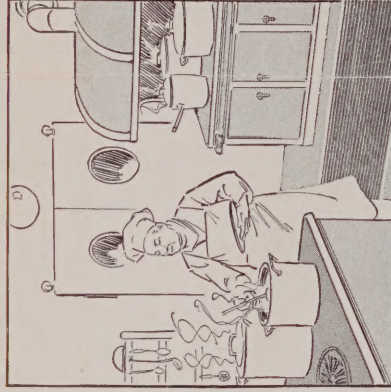
... for Hallways

RUBBERLIKE makes an excellent runner for hallways in office buildings, public buildings such as schools and hospitals, boarding houses and other buildings too numerous to mention.



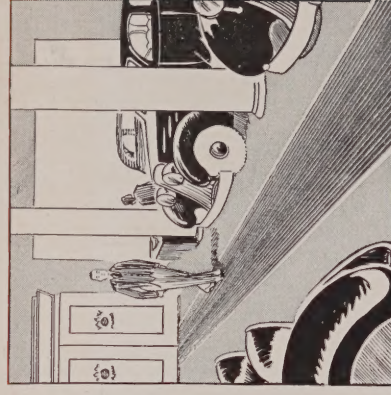
... for Stores

RUBBERLIKE is used to advantage in front of, or back of, store counters. It is more comfortable to stand on than a hard floor and saves the floor from showing wear where traffic is heaviest.



... for Kitchens

Hotel and restaurant kitchens are easier to keep clean and neat looking with Rubberlike aisles.



... for Showrooms

RUBBERLIKE makes a neat aisle runner for use in show rooms. It is easy to take care of in any weather.

Durability at low cost makes Rubberlike an

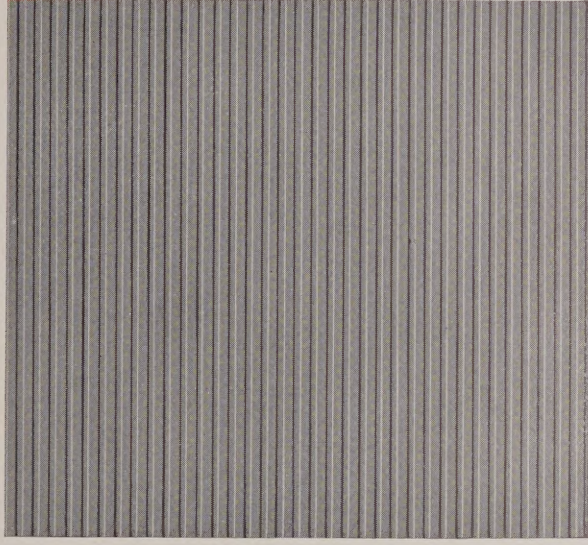
BIRD RUBBERLIKE Floor Covering is an unusual product because of the exceptional service it gives at a price so low you would hardly believe it possible.

It is recommended for use in the aisles of any hall, show room, office or store and as a runner on kitchen, basement or factory floors. Rubberlike is just the thing for taverns, restaurants, and drug stores, behind the counters of soda fountains and bars.

It is a thick, heavy, waterproof, corrugated material, resilient and comfortable to walk on and neat in appearance, resembling wide ribbed rubber matting.

Rubberlike costs so little it is a better bargain for most places than expensive runner material. You'll be agreeably surprised at the service it gives.

Bird Rubberlike Floor Covering



Neat—Serviceable—Economical

It is pliable and easy to handle and can be laid down or rolled up with no trouble. Merely lay it on the floor. It lies flat without fastening.

It can be used to advantage to protect more expensive floors from the wear of heavy foot traffic, either as a permanent runner or for temporary protection in wet and stormy weather.

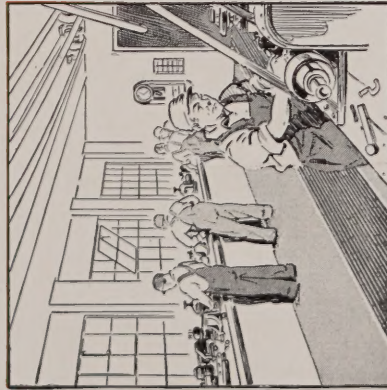
You will find Rubberlike an outstanding value for general use in a variety of places. The material is 36" wide and it can be purchased in any length up to 75'.

The Rubberlike corrugations run lengthwise of the roll.

Try a few yards and see for yourself how satisfactorily this practical runner will serve you.

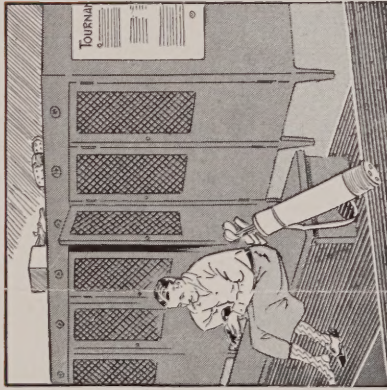
"Save Floors and Money with Rubberlike"

Here is your answer to innumerable flooring problems



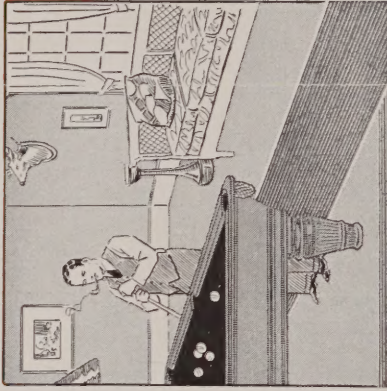
.. for Factories

THERE are many floor spaces in factories where Rubberlike can be used to advantage as a hall or aisle runner or as matting in front of work benches, etc.



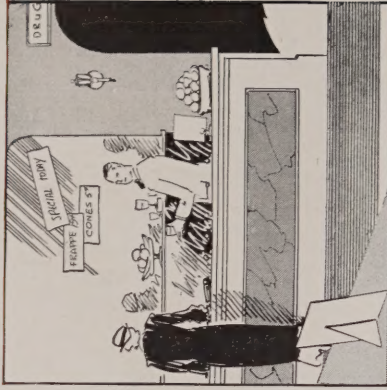
.. for Locker Rooms

RUBBERLIKE Floor Covering is waterproof, neat looking and comfortable to walk on. It is economical and entirely satisfactory for locker rooms, aisles or to use as matting in shower rooms.



.. for Recreation Rooms

RUBBERLIKE makes a neat and serviceable runner for either public recreation rooms or for recreation rooms in private homes.



.. in front of Soda Fountains

RUBBERLIKE is waterproof and stainproof and anything spilled on it can be easily wiped off. It gives excellent protection to expensive floors in bad weather.

BIRD'S NEPONSET REVIEW

Vol. XXII

August 1934

No. 8

PROVINCETOWN OUTING A GREAT SUCCESS

Twenty-five Hundred Employees and Guests Enjoy All-Day Sail

THE grandest Outing ever—and the biggest! That's the universal opinion of the twenty-five hundred employees and friends who sailed to Provincetown on the *Steel Pier* and the *Dorothy Bradford* Saturday, July 28.



And if you don't think there was a crowd, look at this picture, taken as the Dorothy Bradford was leaving Provincetown.

Early Saturday morning found East Walpole, Norwood, South Walpole and Phillipsdale full of holiday crowds waiting for the special trains and busses. East Walpole and Norwood Central especially looked like the South Station on a Christmas holiday. Both trains and busses left promptly on schedule time and as we started the sun broke through the haze, promising a fine day.

Train No. 1 took care of the East Walpole excursionists and the second train, the Walpole Heights and Norwood people, carrying us in quick time right to Commonwealth Pier. All Phillipsdale and Bird Machine people and about 400 East Walpole and Norwood residents traveled by special busses to Long Wharf to board the *Dorothy Bradford*.

At Commonwealth Pier, the big shed swallowed us up without any difficulty and hardly had the trains come to a stop before the crowds poured out with such racket and excitement that you would think the *Franconia* itself was leaving on a cruise. Even with the two gang planks it was a long job loading the passengers, and a glance at the crowded upper deck made one wonder whether there was room for us all. In the midst

of the excitement, cameramen from the Boston newspapers appeared and took pictures of the General Committee for use in the Sunday papers. By this time, everybody was aboard.

At 9:40 the whistle blew, the lines were cast off, the Bird & Son pennant was run up the mast, and we were off.

About half an hour later the *Dorothy Bradford* left Long Wharf with her cargo of Bird & Son passengers and she made such good time that both boats were in sight of each other all the way down.

Souvenirs, which had been distributed on the trains, blossomed out from every quarter of the boat. The puzzles and the rubber dolls made many a boy and girl happy, and the bright pin wheels spinning in every child's hand added just the right touch of color.

Down the harbor we went, everybody having the time of his life. We sailed past Deer Island, Bug Light, Boston Light, and Graves Light in



On board the S. S. Steel Pier, just before we sailed. Everybody happy?

the distance. Nantasket soon came into view and it seemed no time at all until we passed Minot's Light, so close you could almost touch it.

The weather man had done well for us so far, keeping the sun under cover just enough to make the day comfortable. But just after we passed Minot's Light, a sudden shower appeared from the direction of Marshfield and sent us all scurrying inside for shelter. Ten minutes later the sun was out again, and although we ran into several more showers during the day, none was bad enough to dampen our spirits.

Entertainment on board began before we had left the harbor. There was a clown for the chil-

in every direction—some to swim, some to “do the town,” many to eat and many more to watch the ball game. Because of the rough seas in the harbor the government taxi boats did not take passengers out to the fleet. This was a real disappointment to many of us, who had to be content with viewing the fleet from the distance.

But if we could not visit the fleet, “the fleet” could visit us! Hundreds of sailors had shore leave that day and to judge by what we saw on our travels through the town, neither the navy nor the girls experienced any difficulty in getting acquainted!

The baseball game between our team and the



One of the big battleships we passed on our way out of the harbor with her destroyers and tenders

dren and plenty of variety in the show for the grown-ups—magicians, accordion players, dancers and singers. The troupers changed boats as planned, in Provincetown, so that each boat had a different show on the return trip.

The sea air developed some hearty appetites and before eleven-thirty many lunch boxes had put in appearance, their contents disappearing with amazing rapidity.

Out on the open ocean there was a gentle ground swell which gradually increased to a real choppy sea as we neared Provincetown, much to the enjoyment of many—and much to the discomfort of a few. Race Point, the high dunes and sandy beaches with Provincetown Monument in the background welcomed us; before one-thirty we were sliding past Wood End and into beautiful Provincetown Harbor for our first view of the Pacific Fleet. Coming into the dock we had a fine view of all the battleships, passing very close to many of them.

We docked at 1:45, with the *Dorothy Bradford* close behind us. Once on shore, the crowd spread

U.S.S. Whitney ended with Bird & Son holding the short end of the 6-2 score. It was a seven-inning game. The Whitney men made seven hits and we made six, but we also made four errors, which lost us the game.

The time in Provincetown passed quickly. Shortly after 4:30 the *Dorothy Bradford* sailed and the *Steel Pier* came back to load its passengers. There was a regular football rush to get aboard and procure a lunch, and it took nearly three-quarters of an hour to load, but at last we were off again for the return trip. Nantasket Beach was ablaze with lights as we went by and Boston Harbor by night was as beautiful a sight as ever.

Busses and trains were waiting for us—a welcome sight to the tired but happy crowd that climbed aboard for the last leg of the journey.

Yes, it was a grand trip from start to finish!

The Man: “Where are my glasses, Wife?”
His Wife: “Right where you emptied them last night, my dear.”

FINE COMMITTEE WORK MAKES OUTING A SUCCESS

YOU can't run a successful Outing without a lot of hard work by somebody, and we certainly owe a lot to the members of our various Outing committees. One hundred and thirty-four members of twelve committees, worked unceasingly so that we might enjoy the grandest outing ever. It was a man-sized task and they did a fine job.

The members of these committees were as follows:

Executive: B. D. Rogers, Chairman, P. R. Allen, A. H. Anderson, P. H. Bailey, B. H. Roberts, J. A. Sheehan, T. G. Henderson and Philip Dennett.

General: J. A. Sheehan, Chairman, A. W. Smith, Mario Boragine, John White, Charles Mutch, John Burke, Michael McDonough,



Some of our girls, entertaining the "navy"—see him in the background? Their faces are "in the dark," but we have identified them as: Mary Geary, Martha McLaughlan, Mrs. Roger White, Alice Bannon, Ann Pollock (from Chicago), Mary Bannon, Rose Silverman and Muriel McDonald.



Mmm! Is this pop-corn good! John Donnelly, Mr. Wyman, Mr. Bartlett and Mrs. Wyman on the wharf at Provincetown, after doing the town.

Maurice Tarr, John Ginley, Harry Mann, Jesse King, Richard Stoddard, Kenneth Stuber, Leo Bernier, Raymond Boyden, Howard Whitney, Frank Vietze.

Transportation: M. J. Hawkins, Chairman, John Barry, John Curran, David Lowry, Lauren Laird, James E. Daley, Ralph Farris.

Tickets: W. A. Beaulieu, Chairman, Leo Bernier, Lester Evans, Charles Mutch, Raymond Call, Jesse King, Frank Whitehead, Mario Boragine, Willie Banks, Herman Nordstrom, John Ginley, Lawrence Doane, John J. White, Howard Everett, Walter Connolly. (In addition the following people helped in the selling of tickets: Agnes Foley, Mary Conton, Margaret Owens, Helena White).

Entertainment: R. J. Stoddard, Chairman, Albert Eckert, George Murray, Sabina Costello, Sophie Eppich, Martha McLaughlan, Rex Salisbury.

Lunch: Patrick Rogers, Chairman, Victor Burrell, Leslie Howard, Frank Murphy, Guy Hoyt, George Campbell, Joseph Erker, John Burhoe, Herbert Lewis, Emil Sigmund, George Wallace, James Hanley, James Mack, George Smith, Frank Reynolds.

Children: Welthea Smith, Chairman, Margaret Delaney, Mary Griffin, Mary Hickey, Sadie Hill, Margaret Owens, Hilda Rafuse, Wanda Walukevich, Anne Waytekunis, Helena White, Hilda Zimlicki, Harriet Neill.

Sports: Howard White, Chairman, John Burke, Rex Salisbury, W. F. Murphy, Charles Rafuse, John Muse, John Eppich, Kaino Paajanen.

Souvenirs: A. V. Wilson, Chairman, Arthur Cripps, John Walsh, Patrick MacDonald, James Sullivan, Edward Babel, Loren Murphy, Robert Harkness, Edward Phillips, John McEwen, Charles Griffin, Raymond Young, Michael Folan, Darrell Richardson, Harold Hey, John Barquist, Anna Ecklund, Elizabeth Hurst.

First Aid: Bethco Chandler, Chairman, Gerald Hazlett, Leroy Fullerton, Maurice Tarr, Nellie Shergals, Edward Hiller, Kaino Paajanen, Lyman Small, John Nolan, John Booth. (Frank Eisenhaur did not attend the Outing, but he assisted greatly in preparing the first aid kits.)

Bathing: Herbert Badger, Chairman, Victor Babel, William Bothwell, Berta Kugel, Muriel McDonald, Velma Cobb.

Printing and Publicity: Earle Clark, Chairman, Edgar M. Grout, Frank R. Meyer, Evelyn M. Wadleigh, Bernard Kenyon.

SNOW ON JULY 3RD

SNOW and lots of it caused serious trouble at our Boiler Room on July 3rd! If the mills had been running full time that week, the trouble might have been serious enough to close down the plant.

Last winter just after a heavy snowfall we had a large shipment of coal delivered and dumped into the coal pocket. Toward the end of June, it was decided to clear out the coal pocket, and during the process the men dug into a regular snow bank, twelve to fifteen inches thick. It was impossible to keep this snow out of the conveyor system because it melted and mixed with the coal so rapidly, and as a result the entire system was nearly put out of commission by wet snow and coal which would not move into the furnaces.

The men at the Boiler Room say it's bad enough to battle the snow in the winter without having to be bothered with it at 96 in the shade.



All aboard for Boston! Scene at East Walpole. Taken by W. M. Smith.

Somebody Bid a Grand Slam

Mrs. Brown: "She told me that you told her the secret I told you not to tell her."

Mrs. Green: "The mean thing! I told her not to tell you I told her."

Mrs. Brown: "Well, don't tell her that I told you she told me."—Buen Humor.

"WALTER WINCHELL" VIEWS THE OUTING

By actual count six hats blew overboard on the trip down, including Dave Heylin's brand new panama, and Joe Sheehan's bald spot protector.

Maurice Tarr hasn't decided yet which he enjoyed the most—the musician or the magician.

If Mrs. Perley Mudgett had remembered to say "Cluck-cluck" maybe she could have performed the egg trick the magician had been doing. As the magician's assistant, she found out that his name was Louie.

The girls of the Cost Accounting Department were well taken care of by Ray White.

Alma Walsh seems to be one of the few who were able to locate our private (?) dressing rooms at the beach.

Bob Sutherland (son of Frank), took a speed boat ride out to the battleships, and did he get wet!

Charlie Conrad, Jr., and Edward Babel also took a speed boat trip—and it didn't cost them a cent as they couldn't find anyone to pay.

Who were the five stranded people who had to bum a ride from the bathing beach to the Steel Pier?

Thomas Graney made a big hit with the women entertainers. Did they want your address, Tom?



*What a crowd got on at Norwood Central!
We needed all fourteen cars on the train,
all right!*

Mr. Wyman: "That's Bug Light, where they raise their own vegetables."

Innocence: "How can they? There's no land there."

Mr. Wyman: "They raise them with a rope from a boat!"

Those who lost their hats overboard should have made use of Mr. B. D. Rogers' patented device for keeping straw hats on. He anchored his down with a string!

Not content with being General Chairman of the big outing, Joe Sheehan enlisted his two children, Mary and Buddy to help the magician in his act. Mary did very well wielding a pair of scissors and promised not to tell how the trick was done as she felt the crowd understood it anyway.

Provincetown has the most wonderful bath house on the Cape. You can have your choice of pine trees, blueberry bushes, sand dunes and artistic rocks.

We all laughed when Mr. Anderson started out with a raincoat—but he had the laugh on us when the shower came up!

As we entered Provincetown did you see the buoy marked AA? Somebody offered the information that it stood for Athletic Association.

Jerry McDavitt finds life preservers just as comfortable as an inner spring mattress.

Many on board thoroughly enjoyed the unexpected and fine entertainment provided by some of our own men—Stephen Joyce, played the accordion; Martin Kane, Martin Thornton and Martin Wallace danced Irish jigs and Carlos Salvatorelli who has a fine voice, sang a number of fine Italian songs.

Emil Sigmund, our good-natured truck driver, helped the entertainment along on the return trip by donating peanuts and cigarettes to a singer from South Norwood.

Dot Elwell and Peg Owens had the navy well in hand, even if they didn't get out to see the Fleet. The "fleet" was in!

There were 503 persons from the Flooring Plant, all safe and sane!

Stephen C. Traudt, Roofing Salesman, kept both eyes on that accordion player! He didn't miss a curve all the way to Provincetown.

"Casey Jones" from the Roofing Mill entertained with a Polish dance, done to an Irish jig tune.

Thomas Hazlett sure is a snappy dresser!—but we don't mean in fashion. Tom will tell you all about it if you care to listen.

The mechanical musician with the automatic picking banjo was a man of no small accomplishments. He claims he can catch 21 inch pickerel in Foxboro!

If you don't think a fourteen-car train is a long one, just ask some of the people in the last car how they liked their walk up to car No. 6 before they could get off!

More than 2500 persons attended the Outing. The exact count is not known, because no tickets were required for children under five.

Each special train had 14 cars.

Two busses came from Bird Machine, eight from Phillipsdale and eleven from East Walpole and Norwood.

(Editor's Note: These items were contributed by our staff correspondents.)

All of Yez Come Out

It was Pat's first day on the job as train conductor. For getting the name of a station they stopped at, he shouted to the passengers: "Here ye are for where ye're going. All in there for here come out!"

SUGGESTION AWARDS

TWENTY-ONE suggestions were accepted at the July meeting, all of them of intangible value, in the \$5.00 award class. A Chicago man received the special award this month. R. Koerbel Smith was given an additional award of \$10.00 for having five suggestions accepted.

Suggestions accepted at the July meeting:

A New Chain or Rope Falls for the Calender Machine	Victor Babel, FFG
Cradle for Cutting Butt Rolls of Paper	H. L. Badger, DMH
Packing Nut for No. 1 Smoothing Pipe	John Clifford, Chicago
Sleeve Coupling at FXCM2	E. W. Gillmore, EMM25

WAGE ATTACHMENTS

NO man, and no business concern can compel your employer to withhold all of your wages for a bill that you owe. They can serve on your employer what is known as a trustee writ, but that writ has to be interpreted as follows:

If you owe a bill for some so-called "necessity of life," the most that we can legally withhold from your pay is any money due you in excess of \$15.00, at the time the trustee writ is served. If the bill you owe is for some "luxury" of life, only what is due you in excess of \$20.00 can be held out of your pay.

An unusual picture in East Walpole square, showing two busses just starting off and the special train on the bridge above them. Taken by W. M. Smith.



Guards on No. 3 and No. 4 Pullout Machines	Gerald Hart, FFN
Blower Pipe at No. 2 Powder Box	George Heugel, Chicago
Change Grease Bearings on Tractor	John Howard, FBX
White Stencil Ink	Richard Johnson, Chicago
Couch Roll Arms	Fred Jonah, DMPM
Extension on Arm that Slides Belt on to Loose Pulley	Angelo Macchi, FFQ
Felt Covering for Feed Roll on FXRM 35	Arsene Marchand, FXR
Air Line Nearer Mixers	Charles Miksis, FFG
Alteration of Guard on Mixer Number Two, FFG	Charles Miksis, FFG
Swivel Wheels on Scales	Loren A. Murphy, FBF
Inspection Booth for DMPM4 and DMPM5	Frank W. Nyborn, PMJ
Pins on Extractor Roll	Joseph Rosevich, DMPM
Cost Reduction in Cleaning East Boiler	R. K. Smith, Chicago
Relocate Water Pipe at FXCM1	Patrick Sylvester, FXC
Transparent Glass in Window Near Elevator	James Weir, FB
Sliding Bolts for Guides on Shingle Machine Inspection Table	Edmund Westrom, FBM
Instruction in First Aid	Raymond Wolf, Chicago

Bird & Son does not consider it a disgrace for a man to have his wages trusted once or twice, especially in hard times like these, and we want you to take your troubles to the Personnel Department, if you are having difficulty or receiving threatening letters in regard to some bill.

The trustee process is a legal process and goes through the courts.

Assignment of wages is slightly different. Quite frequently a person signs an assignment of wages when he buys on the installment plan, but this is only a matter of form and would not be valid in court unless it has been accepted in writing by the employer, and filed and recorded by the town clerk in the town in which the employee resides. In addition, if the employee is married, his wife must also sign the assignment.

From the statements above, you can see that it is not so easy a matter for business concerns to attach your pay as they may make it seem when asking you to settle a bill.

The best recommendation we can give is to consult Mr. Rogers or Mr. Smith of the Personnel Department if you are in financial difficulties over the payment of a bill. It is never a disgrace to take your problems to one who knows your situation and who is anxious to help you.

"What is your view of kissing?"

I asked a flapper wise.

Said she: "I haven't any,

I always shut my eyes."

E. R. in the Boston Transcript.

VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during August:

			Years
Richard C. McCabe	8-14-1885	Box Shop	49
James E. Smith	8-17-1885	Paper Mill	49
Mary Friary	8- 1-1887	Retired	47
Frank Murphy	8-19-1895	Finishing	39
Hattie Willis	8-17-1896	Retired	38
John Sullivan	8- 3-1899	Maintenance	35
John Sheehan	8- 2-1902	Roofing Plant	32
Martin O'Donnell	8-10-1902	Maintenance	32
Mary McKinnon	8- 9-1905	Box Shop	29



S. S. Dorothy Bradford, coming into the wharf at Provincetown, with her holiday crowd of passengers from Phillipsdale, Bird Machine, Norwood and East Walpole.

L. P. Baldof	8- 1-1906	Paper Mill	28
M. J. Hawkins	8- 6-1906	Asst. Pur & Traffic	28
John Blazonis	8-15-1907	Paper Mill	27
Michael Coyne	8- 1-1908	Paper Mill	26
George Stone	8- 7-1908	Paper Mill	26
John Wilkes	8- 8-1908	Box Shop	26
J. D. Countway	8-20-1909	Power & Steam	25
O. J. Goodspeed	8- 2-1910	No. 2 Box Shop	24
Samuel Hunter	8-29-1910	Box Shop	24
Fred B. Duncan	8-24-1911	Maintenance	23
Ethel Havey	8-13-1912	Box Shop	22
Michael Costello	8- 4-1913	Roofing Plant	21
Leroy Fullerton	8-30-1913	Box Shop	21
Everett Brennan	8- 5-1919	Maintenance	15
Frank O'Neil	8- 6-1919	Box Shop	15
Nicola Troiana	8-11-1919	Paper Mill	15
Agnes Foley	8-18-1919	Main Office	15
Bartley Curran	8-20-1919	Flooring Plant	15
Richard Stoddard	8-25-1919	Roofing Plant	15
Harvey Batten	8- 6-1924	Paper Mill	10
Henry Dowdie	8-11-1924	Box Shop	10
Frank Kissell	8- 6-1929	Flooring Plant	5
Stanley Phillips	8-12-1929	Roofing Plant	5
Walter Bisdnack	8-15-1929	Paper Mill	5
Margaret H. Turner	8-19-1929	Main Office	5
Charles Chorlton	8-19-1929	Roofing Plant	5
Carl Gustafson	8-19-1929	Flooring Plant	5
Clare Hayman	8-19-1929	Flooring Plant	5
Martin Scampini	8-26-1929	Flooring Plant	5
Robert Patterson	8-26-1929	Box Shop	5
Frank Lippolis	8-26-1929	Flooring Plant	5
John D. Smith	8-27-1929	Flooring Plant	5
Alec Palilunas	8-28-1929	Paper Mill	5

Charles Cyranock	Phillipsdale
Harold Hey	8- 4-1910
	8-13-1929

24
5

Chicago

Lawrence Doherty	8- 7-1919	15
E. Joy Moore	8-18-1924	10
Richard Johnson	8-23-1929	5

Canada

H. McM. Coutts	8- 8-1919	Hamilton, Ont.	15
H. Hunt	8-12-1919	Hamilton, Ont.	15
E. A. Deslisle	8-19-1910	Pont Rouge, Que.	24
T. Papillon	8-18-1919	Pont Rouge, Que.	15

30-

THESE "CRAZY" DRIVERS

A driver is crazy if he—
 Drives too fast for road or traffic conditions.
 Fails to slow down at intersections.
 Fails to keep to the right.
 Tries to pass another car going in the same direction, when the view is obstructed.
 Fails to slow down when approaching pedestrians, especially children.
 Passes on the right of a preceding vehicle.
 Ignores important traffic control devices.
 Parks at dangerous spots.

Most of us have called drivers who did these things worse names than "crazy." We see such foolish things being done every day. They are the eight most common blunders of drivers today and are responsible for a large majority of the 756,500 motor accidents of 1933. They have nothing to do with bad road conditions or mechanical failures of cars. They are all attributable to bad judgments of the drivers themselves.

How about your own driving? Is it free from all these "crazy blunders"? Check yourself up again—maybe YOU are not as careful as you ought to be.

Announcement has just been made that Massachusetts automobile insurance rates will go up again in 1935. They will continue to go up just as long as we let them by our careless driving. It's up to us to bring them down again by careful driving, which after all, means only using common sense. Can we do it?



Somewhere in Provincetown. You don't need to ask if these girls had a good time! Left to right: Mary Hale, Elizabeth Daley, Ann Brennan, Irene Lamore, Caroline Delaney, Elizabeth Lamore, Joan Hale and Eleanor Flynn.

A DAY TO REMEMBER!



1. Joseph A. Sheehan, General Chairman of the Outing, and his daughter, Mary. 2. Alma Walsh and Mrs. Dorothy Milliken took their picnic lunch to the beach. Looks as if they enjoyed it. 3. Part of the "grandstand" at the ball game. 4. Dick Stoddard, Chairman of the Entertainment Committee "entertaining" himself with some pop-corn. He ate so fast that his right arm didn't register at all in the picture. 5. How is this for a crowd at Commonwealth Pier? 6. David Walsh, Carl Wurzel and Thomas Hazlett on the beach near Race Point. The water was gr-r-rand!

BIRD'S NEPONSET REVIEW

Vol. XXII.

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No. 8

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In the Interests of the Company and Its Workers
For the Promotion of

Good Service

Good Business

Good Will

MILLS: East Walpole and Norwood, Massachusetts;
Phillipsdale, R. I.; Chicago, Ill.

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Some people miss a lot because they aim too high.

THE BONUS

IT was surely good news to learn that our earnings for the first six months of 1934 were good enough to warrant the payment of our regular bonus on July 15th. Wise management, coupled with hard work, is certainly showing good results in our company. No matter what the future may bring, we can be very thankful for the good business which permitted the resuming of the bonus payments last Christmas and the second bonus last month.

This is the first time a bonus payment has been made in the middle of the year. It seems like a good plan. Much of our heaviest business comes in the spring of the year, and when we have worked hard and brought profitable results, it is good to receive this extra reward immediately.

Our bonus payments have always been based directly on our current earnings. This is as it should be. When we make money, our company believes we all should share in the profits. Although the bonus is in no way "guaranteed" we can feel sure that we will share in a bonus just as long as we continue to conduct the business with a profit.

As President Allen said in his announcement of the bonus, "We look forward hopefully to the future." We hope that we can continue to do business with a profit so that there may be another "pleasant announcement" in President Allen's Christmas message.

RINGING TELEPHONES

HOW many times a day do you answer your telephone, only to find that the person at the other end of the line has hung up just before

you pick up the receiver? Most of us have had that experience quite frequently.

It is no joke to be bothered on a busy day by telephone calls which evaporate into thin air before they can be answered. If a call is worth making at all, it ought to be worth completing. Many people seem to have the idea that if the call isn't answered on the second or third ring there is no one in the office. Probably all of us at times put through calls and become impatient and hang up before really giving the fellow at the other end of the line a chance to answer.

But try the shoe on the other foot—Can you always answer your 'phone on the first ring? If you are working right at your desk, the 'phone often rings twice before you can lay down your work and answer it; and if you happen to be across the room it may ring three or four times before you can reach it.

Next time you put in a call, remember the fellow at the other end of the line and give him a fair chance to answer your call. Your time is valuable, but so is his. Give him four or five rings anyway—more if you know that he may be some distance away or may be busy answering another 'phone in the office. Then if he doesn't answer, hang up and call him all the names you want to!

NATURALIZATION PAPERS

QUITE a number of our men are interested in becoming naturalized citizens and for their information we publish the following suggestions regarding the procedure necessary to obtain full citizenship.

You may take out First Papers as soon as you establish a residence in this country, the only other requirement being that you be eighteen years of age. The process of "taking out" these papers is simple. Tell your foreman that you want to do so, and he will make the necessary arrangements for you to go to the Personnel Department and fill out the papers. These papers are sent in with your photographs and in due time you are notified when to appear at Court to be sworn in. First papers are valid for seven years.

To take out Second Papers you must be twenty-one years of age, must have lived in United States for five years and must have a residence of at least six months in the county where you reside. Your first papers must be at least two years old when you apply for second papers, but not more than seven years old.

When you are ready to take out second papers, make the same arrangements with the Personnel Department and help will be given you in filling out the necessary forms. You are then notified when to appear at court with two witnesses,

who are American citizens, and there take the Oath of Allegiance and show the court that you are properly qualified to become a citizen.

As we announced in the June issue of the *Review*, the cost of taking out these papers has recently been cut in half. Except in unusual cases, the cost of becoming a citizen is now \$10.00—\$5.00 for the First Papers and \$5.00 for the Second.

THE IDEAL LIFE

HAVE you ever tried to put down on paper what sort of life you think every American ought to have the right to enjoy? What, in your opinion, is the ideal state of existence for "Mr. Average American Citizen"? Colonel Benjamin A. Franklin, writing in the magazine, "Industry," sets down these following ideals. Do you agree with him?

A job within one's capabilities.

Reasonable security in it.

Weekly income to support a family.

A beneficial society, on a contributory plan, with benefits for sickness and an insurance policy against old age and death.

A small house with a garden.

Small taxes.

A nearby library, church, and school.

A nearby playground for the children.

Reasonable leisure.

Household appliances.

A radio.

Possibly a small car with a garage.

Opportunity for a better job in accordance with training, education, ambition and energy, and a higher standard of living.

We think you will agree that this short list includes most of the essentials for a happy life. Check your own life against this. How do you measure up? By further study, better use of your talents, your time, your opportunities, and your money can you better your own standards during the next year? It is well worth trying!

HEALTH NOTES

The Art of Vacationing

THE art of vacationing! For it is an art, according to T. D. Irwin and Dr. N. H. Hochberg who write on that subject in a recent issue of *Hygeia*.

Real vacationing, they say, is not trying to crowd all the pleasures of a year into two short weeks. No wonder people who do this need both a physician and a real vacation when the holiday is over.

With the open season for vacations on us, the physicians are confronted with their periodic

parade of patients seeking to recover from their annual "spree."

From both a medical and a common sense point of view, a vacation should be a period of mental and physical rest, with a change of scene if possible and companionship that is agreeable.

So this is our suggestion to the wise. Have a good time doing whatever you like to do best—but take life easy and don't try to crowd too many activities in at once. Then we guarantee you will come back feeling like a new person ready to tackle next winter's work.

If you don't believe it, try it out on yourself this summer. It never failed yet!

PLANT COUNCIL ELECTIONS

OCTOBER 1 to 5—that is Plant Council Election week at Bird & Son. This will be our second annual election for employee representatives for these important offices.

Notices will be posted so that you will know full details regarding the election—but think the matter over carefully now, and decide for whom you want to vote. Remember that the worker you choose will represent your Division in all Plant Council matters for the next year. Pick the best man for the job!

QUESTIONS AND ANSWERS

1. Which of our plants has been running 100% capacity for the last three months?
2. What was the total number of Bird & Son employees at the end of June, 1934?
3. What is the function of the oil boiling operation at the Flooring Plant?
4. How many rolls of felt are shipped on each flat car from Phillipsdale?

Answers to these questions will be found on Page 15



Moe the Mope moaneth that even if you take the "Mr" away from Meyer of the Printing Department, you still have the right "eye" of the Printing Department left!

Notes From Plants and Office

MAIN OFFICE AND SALES

Alice Clem
Charles Sumner
Sabina Costello
Albert Kimball

Margaret Crane
Dorothy McEleney
Helen Curran
Sophie Eppich

Ruth Milliken

Leo Hagerty is keeping bachelor quarters while Mrs. Hagerty and son are vacationing in Halifax, N. S.

Dot Elwell is as brown as a berry after her vacation in Maine.

People in the Box and Shoe Carton sales departments have been going places. Anne Novick spent a week in Harwichport; Edith Goodwin in Ocean Bluffs; and Nellie Patinsky in Wollaston.

Catherine Dowling vacationed in the country at Northbridge, Mass. May Walsh covered a lot of territory—first



Frank B. Ross, Maryland Roofing Salesman, seems to be enjoying a good joke—but the joke is on him, as he didn't know this picture was sent in to the "Review!"

to Provincetown, then a jaunt to Delaware, and after returning from there, settled somewhere on the Cape for the remaining few days.

Olga Anderson of the Purchasing Department has returned from a vacation spent at Nantucket.

George Campbell, Jr., has returned to his duties after spending his vacation at Harwichport.

William McEntee spent a pleasant vacation at Bailey's Beach, Newport, R. I.

Louise McFarland is spending her vacation at Plimpton, and Scotty Robertson is at Minot.

Shoe Carton Sales Department welcomes Thomas Burchard who started with us last month.

Hannah Flavin spent her vacation at Monument Beach.

The Flooring Sales Department was greatly surprised to find what appeared to be a new member added to the department, but upon investigation, they discovered it to be Mary Foley back from her vacation which she spent at Falmouth.

The Warehouse Records Department welcomes two summer workers, May Harrison Harper and William Robinson.

Ruth Springer is the "new" girl in the Filing Department. We welcome her and are happy to have her with us.

Mary Concannon is spending her vacation at her summer home in Monjoy, Portland, Maine.

Fred Wolf spent his vacation in bed as a result of a terrific sunburn he received at Planter's Beach.

We welcome Faith Bagley and Robert Mercer to the Flooring Sales Department.

We welcome Bernard Kenyon, assistant in the Sales Promotion Department.

Oliver Dobson is spending two weeks' vacation at Camp Edmund, Sandwich.

Allan Shaw and Dick Thomas cruised on the S. S. California up the Saguenay River, the Gaspé Peninsula, stopping at Quebec, and then sailing to Bermuda and New York.

Florence Nichols is spending her vacation at Lake Winnepesaukee.

The Flooring Sales and Warehouse Records Departments recently enjoyed a "Weenie" Roast at Blue Hill.

Charlie Farrar has been seen wearing the cutest little "slave" bracelet. Now, Sharlie, don't tell us you're that way, too.

Elsie Gottberg and her sister drove to Montpelier, Vermont, recently to attend the graduation exercises at the Montpelier Seminary.

Ida Milesky and Rose Silverman are seen wending their ways in the general direction of Point of Pines, Revere, every week-end now. Let us in on it, girls—what is the attraction?

A Weenie Roast was held in the Francis William Park by the girls in the Comptometer and Billing Departments. Mary Griffin was apparently not feeling very well as she ate only nine hot dogs.

Dorothy Acton's advice on how to keep the waist-line down is to get down on the Norwood Tennis Courts and swing some mean hooks with a racquet.

Dot Elwell has joined the ranks of motorists. She received her license a few weeks ago.

The prize sunburn belongs to Margaret Turner who came to work the other day looking like one of "Hugo's" lobsters!

We wish Bruce Farrar success in his new job. He has recently been transferred to the Payroll Department.

Lillian Paquette of Norwood is substituting in the Accounting Department for the summer.

PAPER MILLS

East Walpole, Mass.

John E. Curran
Herbert Badger
Dagmar Peterson
Herman Nordstrom
Fred Jonah

Edward Geraghty
Charles Rafuse
Sophie Novick
John J. Burke
Mary Driscoll

Mario Boragine

Can you imagine it!—While the rest of the organization was sweltering under temperatures of 90 to 100 degrees, the Boiler Room crew was battling with snow in the coal supply. This on the 3rd of July! (Page Mr. Ripley—Paul Guttormsen.)

Perley Mudgett spent his vacation at the old home town in Maine. There was a sharp increase in the mortality rate of "hoe-jacks" (woodchucks to you).

Fred Jonah of No. 3 Machine is the proud daddy of a boy born Sunday, July 22.

Lloyd Carpenter became the father of a baby daughter, Sabra Lynette, in June. Congratulations!

"Shep" Walker feels quite proud driving the new V-8 truck around the yard.

We notice Paul Guttormsen driving around in a new Buick. Sulo Solomon will spend his vacation on the farm, he reports.

Phillipsdale, R. I., Mill

Rexford H. Salisbury
David S. Lowry

John H. Nolan
Leslie E. Howard

Joe Queenan has bought his annual car, this time a Chevrolet coupe. This one really looks as though it will last out the summer.

Borges has bought a new car and Hawley will have to soon unless he is able to keep out of the way of people who are learning how to drive.

Barquist and Livingston have been spending quite a little time fixing up Barquist's summer home. We are wondering what the attraction is.

After many years of tireless effort we have finally got Dexter Road into condition. We invite you down to see it some time.

We welcome the following new men who have started to work with us: Clements Justynski in Trucking, Manuel Corry in the Cutter Room, Clarence Booth, Jr., in the Beater Room, Edward T. Collins in the office, Harry Hurd and Arthur Turner in the Boiler Room, Raymond Martin and John E. Reynolds in the Maintenance Department, and John S. Smith and Ray Chappell in the Shipping Department.



Safe! Victor Babel stirs up a cloud of dust, but makes third base in an exciting moment during one of the recent departmental baseball games. Third baseman is Stephen Thomas.

BOX FACTORIES East Walpole, Mass. No. 1 Box Shop

*Genevieve Pare
John P. Walsh*

*Earl Boyden
Ralph Farris*

Joe Catalina has gone to sunny Italy for a three months' vacation.

Julia Lewis substituted in the office for Genevieve Pare, during Genevieve's vacation.

We all welcome Amelia Galaganskas back. She had been on the sick list for a long time.

James Donnolly and Mary Foley were married Tuesday, May 29th, at Newburyport, Mass. They are making their home in Norwood.

Mike Flaherty was seen in the Norwood dump about six o'clock the other morning, and everybody is wondering what he was doing there.

The following people from the Box Shop have all enjoyed vacations recently: Patrick McDonald, Lewis Walter, James Capone, Walter Downing, Ellen Ahlman, Vincent D'Espinosa, Andrew Center, Luigi Lamperti, Anthony Wosniak, William Quinn, Vaughan Lowerison, John Aidukonis, Arthur Johnson, Adel Andrews, Carlo Giametto and John Folan.

Bob Morse has a new Oldsmobile.

Vincent Lestan has returned to work after his recent illness.

Herbert Lewis spent a recent week end in Vermont, and what a week end it was!

Margaret Wallace motored down to New Jersey and New York recently.

No. 2 Box Shop

*Mary Bellew
Martha McLaughlan*

*Ambrose Fitzpatrick
Alma Walsh*

Frank Eisenhaur

Fannie Murphy is quite a lover of flowers, as every day we see them on her desk. We wonder who brings them.

Mary Murphy, formerly of the No. 2 Box Shop, was tendered a shower at her home by the Box Shop girls and friends in the neighborhood.

Frank La Civita is back again, but the car is missing. Where did you leave it, Frank?

We are glad to have Clemens Kaseter back with us again, after a serious illness. You didn't leave any weight behind you, Clem!

Things we didn't know 'till now: That:

We have only three girls in the Shoe Cartons Department that won't wear ankle socks.

Ed Bigelow is still burning up the road to Medfield.

Ed Bothwell belongs to the "mudguards" and has gone to Camp Devens.

Lester Lynch serenades under young ladies' windows at midnight.

Miles Towle is putting on weight.

Mildred Florest and Ed Doderer have their license.

Everybody in the Shoe Carton Department carried a lemon on the Outing except Guy Hoyt. He said he can take it.

ROOFING MILL AND OFFICE Norwood, Mass., Mill

*William Bothwell
Stanley Phillips*

*John White
Charles Norton*

Edward Hiller

At a recent meeting of the Mashpee Indians Ralph Kemp was honored with the privilege of starting an archery range at Poponneset. Incidentally, well known authorities claim that at this pow-wow Kemp was also given the official name of Mayor of Poponneset.

Joseph Marsh has returned from a fishing trip to Nantucket and he reports sharks and swordfish are plentiful.

Recent vacationers include: Tony Willota, Harry Bellew, John Caulfield, Paul Sanson, Dennis Driscoll, Atillio Tronti, Tony Milus, John Johnston, Patrick Reardon and Coleman Foley.

Milton Beasley recently attended a convention at Atlantic City and on top of that enjoyed a two weeks' vacation.

Ray Call will spend two weeks at Waquoit on the Cape.

James Hanley came back one Monday morning with his head held high, his shoulders squared and with a snappy military stride. The reason for this was because Jimmy spent a week-end at Camp Devens with the boys.

Rudolph DeMichele has traded his Ford for a new Plymouth Coach.

John Bounpane has a new-to-him Dodge in place of his old Chevrolet.



Marguerite Johnson, daughter of Jonas Johnson of the Chicago Print Shop

Louis Bagley after driving his car to the last rattle, finally traded it in for a Ford V8. Prosperity must be around the corner.

Antillio Tronti is sporting a new Terraplane.

Elmer Jordan stopped in to say "Hello" to the boys recently. Everyone was glad to see him.

FLOORING MILL AND OFFICE Norwood, Mass. Plant

John S. Smith
Tom Rogers
Arthur Cripps

Charles Miller
Lester Evans
Laurence Gammell

Clare Hayman reported a very successful trip Down East in his new to him Oldsmobile.



This is the office force on the job during the construction of the new Granule Plant at the Roofing Mill. Left to right: Leon Zinkowsky, Warren Manson, Harry Dresser and John Timmins.

Believe it or not!—On July 5 three of our prominent men while making an inspection of the large steel water tank saw three squirrels climbing the steel ladder which goes to the top of the tank! These men are all reliable, and were sober so we'll have to believe them.

During the year Robert Wilson held the record for catching the biggest fish for the Undercoat Department, but Bob lost his reputation when "Happy" Davis came along. Happy not only got the biggest fish, but also holds an all-time record for fish stories to date. It is said that he practices fishing at the water tank.

Stanley Moore went Down East and spent half a fortune for gas and oil to run his Noah's Ark Reo. Some trip, Stan?

Stuart Nickerson is now spending his vacation at the beach and Sidney Taylor is taking charge of the Undercoat Department during Nickerson's absence.

Walter Wallis reports a good blueberry year. He has gathered something like a hundred quarts and reports they are plenty and tells you where you can get them. Guess for yourself!

If anybody has an old car for sale, any year from 1916 to 1925, see Kenneth Schofield. The old model T begins to look a little shaky.

CHICAGO MILL AND OFFICE

Ray Wolf
R. Koerbel Smith

Virginia Szukalla

Del Lyndon
Gladys Davis

Dick Johnson has left the mill for a position in the office. Good luck, Dick.

Mr. Westcott drove his family to Mattapoisett on Buzzard's Bay and spent a few days with them during his recent business and pleasure trip to the East.

We would suggest that anyone desiring information on Wisconsin resorts refer to Harold Altman. He really has quite a complete collection of circulars.

We understand that one of the men in the office has some very valuable pictures in his possession which he has promised to turn over to the Review of a "cycle party" held recently by a group of the girls in the office. They rode at 95th & Western Avenues and in some cases it was a "maiden voyage". The spills were quite remarkable but in the opinion of some of the girls staying on the bikes at all was miraculous. By the end of the riding period, however, everyone was thoroughly enjoying it, those with whom it was a new experience as well as the veterans.

Laurie Wright recently "enjoyed" a temperature of 125° while on a trip to Texarkana. He must have been freezing when he got back to Chicago's 95°.

M. R. Parker, a new member of the Credit Division, recently told Marge McNay that a man's name was "Schinkenberger." When it was explained that "schinken" in German means "ham," Margie wisecracked, "Why not call him 'Hamburger'?" Now we wonder whether he, like Popeye's pal, would "gladly pay Tuesday for one today."

If anyone is wondering why Joe Voltmer is talking so fast lately, it is because he has been isolated in the paint shed. Now when he gets a chance to talk he has to do it fast in order to get it all said!

Mr. Young must be a wonderful man to solve puzzles, especially after seeing the way he untangled a coil of wire on the tying machine last week.

We had quite a round of excitement recently when a large "sea-lion" was reported seen off one of our bathing beaches. The story finally came out that the dangerous demon was only a poor sick seal which a soft-hearted employee of the Shedd Aquarium was ordered to destroy and instead turned him loose in the Lake.

Farrow is back with us again. He claims this time he has graduated and is now going to take up a post-graduate course.

Levi Hosch is afraid of cats. He doesn't even like to talk about them.

Vacations in the mill include the following: Tom and John Henehan, World's Fair; Larry Dougherty, World's Fair; Ernie Grosscup, Back Porch; Paddy Long, World's Fair; Bruce Kellar, Casey, Illinois; Louis Lance, Sr., Louis Lance, Jr.

The Fair seems to be the popular vacation spot for the boys from the mill this year. All proclaim it a great success and their time well spent.

Has anyone ever noticed the finger nail polish on Harvey's nails? It certainly is stunning. Ask him for a look some time.

Shorty George is lightly thinking of buying a new Victoria Chevrolet car during his vacation.

Adolf Hitler's Nazi movement has penetrated to the inner portals of the Bird Sanctuary. It has smitten our good friends Herman Kleinow and Erich Gach to the extent of the cultivation of the official Nazi moustache.

The Lances have returned from their vacations. While most of us came back with nothing more to show than a sunburn, Lou arrives with a new car. His father is sporting a neat job of sunburning on top of his head. Their vacation was spent in Chicago with relatives from their home town, Pittsburgh.

Frank George is also back from his vacation. He was a man of leisure in and about Chicago during his absence.

Joe Bosky is recovering from an operation and we hope to have him back with us soon.

R. K. Smith, our star reporter, startled the boys during the All Star Baseball Game last month by asking "How much does a home run count for?" P. S. He was born in the U. S. A. too!

Marshall Meyer is quite a lover of dogs, white mice, fish and gardens. Quite versatile, is he not? We understand his vacation will be spent at home.

Bob Jones has a new way of pronouncing "oil"—ask him for it. Or perhaps we have all been wrong until now.

William Eby visited in western Pennsylvania during his sojourn.

The Standard Oil Co. advertises "live power." Our best conception of this slogan was received when one of the boys presented Levie Hosch with a kitten. He stepped out so fast he made a Kangaroo look silly.

Speaking of felines, our old friend R. "Katz" Lance is back with us again.

Bob Rush lost a gasoline tank cover from his car. Anyone knowing of its whereabouts please notify him at once.

The new bonus paying system is very well liked. Seems as though the two payment plan relieves one of the burden of having to spend so much cash all at once.

John Sullivan of the Shipping Department must have found his curry comb again. He came down one day last month with his hair combed!

Ed Baldwin is laid up at home with eye trouble. We wish him a speedy recovery.

Ollie Jones won the liars' contest with his tale of the hungriest man alive.

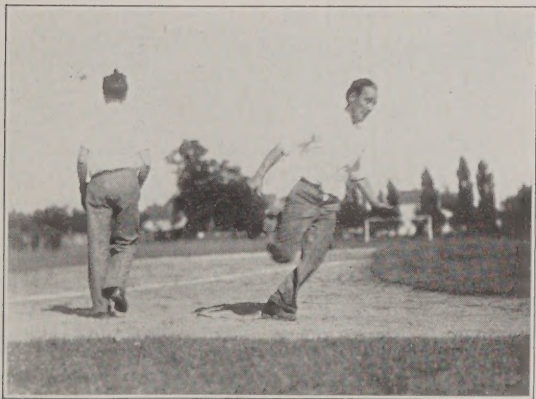
BASEBALL

THE Bird & Son Baseball Team is rapidly piling up a string of victories and at the present writing (July 24) have won the last four games in succession.

Bennie Manus continues to be the hitting and fielding sensation of the team, and also leads the team in home runs.

During the month of August, the Quincy Town Team, Dedham A. A., Braintree White Sox, Framingham, Holliston, and Pat Smith's All Stars will be seen at the Athletic Field. One of the strongest teams Bird & Son plays will be the Milford team of the Blackstone Valley League, and this game takes place at Milford on August 6.

A special game with the U. S. S. Whitney was played the day of the Bird & Son Outing, and this is reported elsewhere in this "Review."



Looks like a home run for Emil Lestan as he rounds third base at ninety miles an hour in a recent departmental baseball game. Third baseman is Gordon Ginn.

JULY RECORD CLEAN

CHALK up another no-accident month—we have finished two months in succession without a lost time accident now. This is good work, but it means we'll have to be all the more careful to see that we keep the record clean for August.



Members of the Chicago Plant Council—Front Row (left to right): Erich Gach, Albert Bohnenberger, Clarence Reithofer. Back Row: J. G. Young, Joseph Voltmer, John Sullivan.

It would be real news if we could go *three* full months without a lost timer!

Within a few weeks new signs will be distributed to every department. These have been prepared by the Central Safety Committee and read as follows:

THIS DEPARTMENT HAS NOT HAD A LOST TIME ACCIDENT SINCE—

In the blank space at the bottom will be filled in the date of the last lost time accident for your department. Except in a few instances these signs are to replace the old signs which gave the number of days since the last lost time accident. Watch for these signs and see how good a record *your* department has.

CHICAGO WINS HONOR IN SAFETY CONTEST

CONGRATULATIONS to our Chicago Plant! By virtue of going from July 1, 1933 to July 1, 1934 without a lost time accident, this plant now holds first place in Group D of Division 1 in the National Paper Safety Contest which has just ended.

This is a great record and we are mighty proud of our Western Division.

Incidentally, Chicago in less than two months, will complete two full years without a lost timer. Their last lost time accident was on September 29, 1932.

WAX BACK BASEBALL LEAGUE

by
Lester Evans

Varsity Nine—Maintenance and Yard
Departments
Celluloids—Duracork Department
Tableloids—Rug Finishing Department
Synthetics—Paint Mixing Department
Stragglers—Print Machines

YES, the league talked of last spring is the real thing now and going strong with these five teams from the Flooring Plant. The first game was played May 23rd—the Varsity Nine vs.



Ugh! Missed it!—See the ball just in front of the catcher's mitt? Walter Sword is at bat and the catcher is Victor Babel.

Synthetics, Varsity Nine winning 9 to 8 due to that elusive slow ball of Alonzo Walker. John Macchi, Catcher and home run king was very much at home on his hands and knees.

Will Boyd of the Synthetics had a few tough "breaks"—one was the bat and the other, his little finger.

The second game was on May 28th—the Varsity Nine vs. the Tabloids. Final Score—3 to 2 in favor of the Varsity. The Tabloids had the second team playing because of night work. Dick Finningham of the Varsity team was the hero, delivering a home run with the bases full, but a double play—Wood to Farris—held up the runs.

The third game on June 14th was with the Stragglers—and how they did straggle! The Varsity won again, 7 to 6. Clarence Phillips was on the night shift and could not play, and this was the only excuse given by the stragglers—but to some observers it looked as if they all had been on a night shift!

A regular schedule is being made up and the teams hope to entertain the countryside twice a week during the season. Any department is welcome to enter the contest. It isn't too late to sign up now. Get in touch with any of the departments already organized and enter your team today.

NEW BRANCH LIBRARY

A long-cherished dream of citizens of East Walpole has at last been realized—the community has a branch library which is open during the same hours as the main library at Walpole.

For many years the only library facilities in East Walpole have been those furnished through Bird & Son, whose plant library was open to the public during the day. This arrangement, although better than none, was never wholly satisfactory, principally because the library could not be open evenings. About a year ago it was found necessary to close the Bird & Son library to the public, and since that time there have been many requests that adequate library facilities be permanently established for the use of East Walpole residents.

A short time ago the necessary arrangements were made by the Trustees, and the Wednesday Club building was purchased. This ideally located building has now been entirely renovated and newly furnished. New windows have been built and the walls painted a light cream color, making the rooms ideal for reading. The lighting system is all indirect and carefully planned, so that one can read comfortably anywhere in the building. Everything possible has been done to make the new quarters both serviceable and attractive to the large number of townspeople who will use them.

Opened Last Month

Miss Elaine Howe of Bolton, Mass., has been engaged as the new librarian, and she comes to the position very highly recommended by the State Commissioner of Public Libraries and the Bridgewater Teachers' College Library.

The Bird & Son library was established in 1913, with Miss Annette S. Blaney as librarian, and began immediately to serve the community as the branch library. The town is much indebted to Miss Blaney for her years of service. No matter what one wanted,—an obscure refer-



Helen Thompson, Veronica Makarevich and Wanda Walukevich—three snappy "sailoresses"

ence or the latest book of fiction—she has always done everything possible to obtain the book or the information.

There is an interesting history concerning Walpole's first library. It was established in 1816 by a group of women who organized "The Ladies' Literary, Moral Society" which met every fortnight to read together. While the reading was in progress, the women braided straw which was sold to obtain funds for the purchase of books. Within a few years they had built up a sizeable library, which was theirs free of charge, and which could be used by non-members upon the payment of \$1 a year.

The Walpole Social Library was formed some time before 1826 by a group of 60 men, and flourished for a time, but both this and the Ladies' Literary, Moral Society were broken up by a religious dissension in 1826.

In 1872

Nothing more was done regarding a library until about 50 years later when Miss Mary R. Bird interested the residents of East Walpole in forming one. This was established in 1872 and in 1876 was given to the town, with the understanding that books be sent down from the Centre to the East Walpole people.

Through a gift left by Mr. F. W. Bird at his death, and through additional funds from Mr. Andrew Carnegie, a \$25,000 library was built in 1903 on Common Street in Walpole, and this is the library through which East Walpole residents have borrowed books until the opening of the recent new branch.

This new branch has been established by the expending of a considerable portion of the Trust Fund left by Mr. Charles Sumner Bird to the Walpole Library. Although Mr. Bird made the gift without stating what the money was to be used for, the Trustees felt that it would be his wish to see at least a part of the fund used for the benefit of East Walpole residents. The money has been carefully spent in buying the best of equipment and a generous supply of the most popular books, so that there will be plenty of books for general reading and for reference, without borrowing from the Walpole Library.

This is a project from which the whole community will receive great benefit, but it is especially beneficial to local high school and college students who will no longer have to refer to the main Library for their information. The Trustees and librarians invite everyone to visit and make full use of the branch library now that it is open.

Forceful Habit

Farmer: "An' how's Lawyer Jones doin' doctor?"

Doctor: "Poor fellow! He's lying at death's door."

Farmer: "That's grit for ye—at death's door, an' still lying."



Here's one of those "valuable pictures" of the famous bicycle party recently held at Chicago. The names of the girls have not been disclosed, but they all work at Chicago.

Answers to Questions On Page 9

1. The Flooring Plant.
2. 2016 employees on June 30th.
3. At the oil boilers the crude oils are blended and "cooked" together at carefully regulated temperatures, for exactly the right length of time necessary to produce the body for our paints used in making the floor covering. This operation is very important, as the quality of the paint depends largely on it.
4. Between 15 and 18 rolls on each flat car, depending on the size of the rolls.

WISTFUL WAITING

Salesman (beginning to unroll his samples): "I'd like to show you—"

Merchant emphatically: "No, no, I'm not interested."

Salesman (eagerly): "But couldn't I just show you?"

Merchant (firmly): "Not a chance, I'm not interested."

Salesman (wistfully): "Well, would you mind if I looked at them myself? I haven't had a chance to see them for three weeks."—Houston Post.



Have a souvenir! Two of our young ladies who distributed souvenirs on board the Dorothy Bradford, Anne Ecklund and Elizabeth Hurst. Taken by W. M. Smith.

Love is what makes potato salad taste like sliced peaches. [

Now that the plump Mae West figures are coming back girls can eat their cake and have IT, too.

TENNIS TOURNAMENTS

THUS far, the tennis team has played the following matches, winning seven out of nine; making an average of .778:

Opponent	Their Score	Our Score	Outcome
Brockton Y.M.C.A.....	5	2	Lost
Brockton Y.M.C.A.....	7	1	Lost
Whitman.....	1	8	Won
Mansfield.....	0	5	Won
Jamaica Plain.....	4	6	Won
Attleboro.....	3	4	Won
Dorchester (Ashmont).....	1	6	Won
Dorchester (Churchill).....	3	6	Won
Jamaica Plain.....	3	6	Won



How About a Nice Folding Cane?

"Can you help me select a gift for a wealthy old aunt who is awfully weak and can hardly walk?"

"How about some floor wax?"

Clerk: "Do you prefer a red necktie or a green one?"

Customer: "I'm sorry, but I can't say."

* Clerk: "Shake, Old Man, I'm married too!"



The men who were working at the new Granule Plant at the Roofing Mill, just before it was completed. Harry Dresser, the foreman, says they are a fine group of workers—and they surely look husky enough!

The men who have competed in these matches have made the following showing:

Player	Games Played	Won	Average Won
Frank Clem.....	6	5	.833
Albert Kimball.....	6	5	.833
Stanley Phillips.....	9	7	.778
John O'Kane.....	9	7	.778
Carl Clem.....	4	3	.750
Edward Phillips.....	6	3	.500
Frank Reynolds.....	2	1	.500
Peter Clem.....	8	3	.375

Matches have been scheduled with two teams for the near future, Dorchester (Churchill) at Dorchester on Saturday, August 12, and Mansfield at East Walpole on a date not yet set.

The Ladder Tournament is in full swing now with plenty of interest being shown by every one of the members. This tournament will probably continue for at least two weeks more until the Bowl Tournament swings into action. The winner of the Bowl Tournament will again be entitled to compete at Springfield on the Labor Day weekend.

SOCCER NEWS

by

John H. White

OUR soccer club has entered the closed season, but the management continues to do business, holding its regular weekly meetings.

Wednesday, July 18th, the annual meeting was held in the Bird & Son Brigade Room and after hearing reports of a favorable season, the following officers were elected for 1934-35.

Business Manager—John H. White.

Secretary—Andrew Center.

Treasurer—James McComb.

Trainers—Charles Mutch and Patrick Campbell.

The three executive members will appoint a team manager.

We have affiliated with the State Association for 1934-1935.

Mr. Gadget: "What is the most pathetic picture in the world?"

Ditto: "A horse fly sitting on a radiator cap."



BIRD PRODUCTS

Roofing Division

BIRD Shingles

NEPONSET Twins Thick Butt	Special 3 in 1 Thick Butt	3 in 1 Thick Butt
NEPONSET Double Twins	American Double Twins	Super 3 in 1 Thick Butt
Loc-Set	Hex-Twins	Individuals
Custom Built	Lock-Butt	Giant Individuals
Art Wall Siding	BIRD Insulated Bric-Siding	
	Bric-craft Siding	Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Craft	Art-Hex	Shingle Design	Slate Surfaced	American Ready
Old Reliable		Universal	Waterdyke	Proslate Roofing, Blind Nailed	

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Coated Kraft	Reenforced Kraft Paper	Duplex Kraft

BIRD Wall Board

NEPONSET Board	American Board
SUPER-NEPONSET Board, Tile Design	

BIRD Specialties

BIRD Insulating Board and Lath (Laminated)	BIRD Building Board
Rubberlike Matting	BIRD Insulating Blanket
BIRD Built-up Roof Materials	BIRD Deadening Felt
Plastic Cement	Asphalt Felt
Roof Coating	Asphalt Emulsions
Emulsicoat	Fibercoat

Flooring Division

BIRD Rugs	BIRD Floor Coverings	BIRD Tile Flooring	BIRD Rug Border
Economy Rugs	Economy Floor Coverings	Economy Hall Runner	BIRD Hall Runner
BIRD Lining Felt	BIRD Saturated Felt	BIRD Duracork Floor Covering	
BIRD Duracork Hall Runner		Rubberlike Matting	

Box Division

Solid Fibre and Corrugated Fibre Shipping Cases	Wood Frame Fibre Shipping Cases
Textile Board	

Carton Division

BIRD Shoe Cartons	NEPONSET Waterproof Paper Flower Pots
Tack and Screw Boxes	Flower Pot Covers
	Earth Bands
	Plant Boxes

Special Paper Division

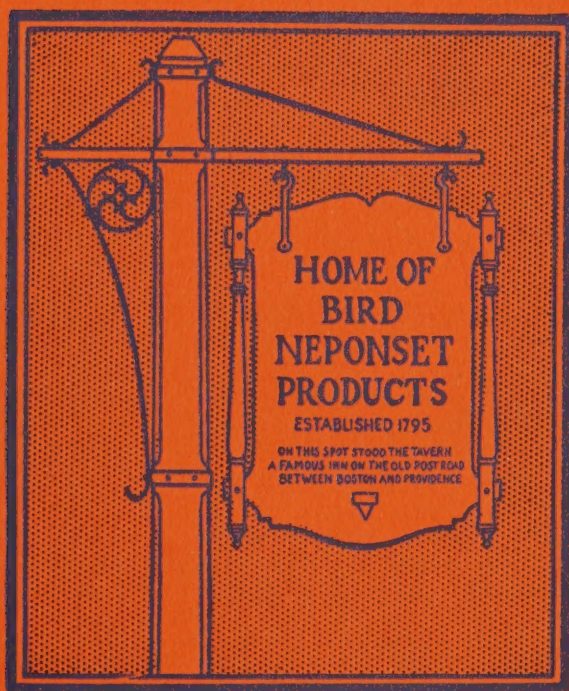
Index Pressboard	Rocket and Torch Paper
Dry and Waterproof Felt Papers for Special Purposes	
Laminated Book Cover	Industrial Filter Paper



{List of Bird Products on Inside Back Cover}

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.





Paper Mills
East Walpole, Mass.
Phillipsdale, R. I.

President, PHILIP R. ALLEN
Vice-President, AXEL H. ANDERSON
Vice-President, PHILIP H. HARRIS
Vice-President, ELMER E. HARRIS
Secretary, ELMER E. HARRIS

PHILIP R. ALLEN
AXEL H. ANDERSON
PHILIP H. HARRIS
ELMER E. HARRIS

Executive Assistant, ELMER E. HARRIS
Treasurer and Comptroller, ELMER E. HARRIS
Assistant Treasurer, ELMER E. HARRIS
Assistant Treasurer, ELMER E. HARRIS
Auditor, W. C. AHLGREN
Purchasing and Traffic Manager, ELMER E. HARRIS
Assistant Purchasing Manager, ELMER E. HARRIS
Personnel Manager, ELMER E. HARRIS
Director of Research, ELMER E. HARRIS

General Sales Manager, P. H. BAILEY

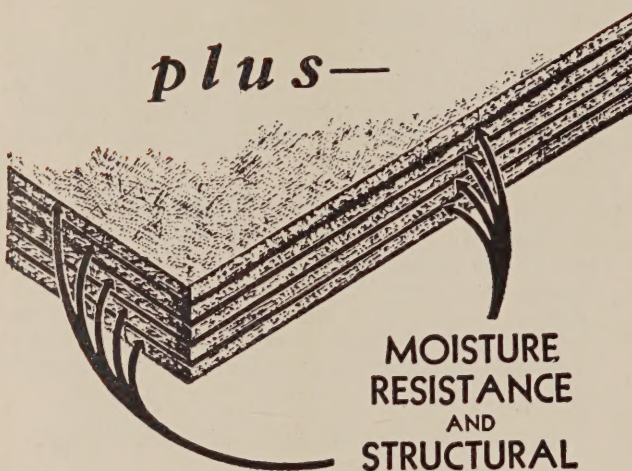
Sales Manager Paper Division, F. H. HIRD
Assistant Sales Manager, W. E. HICKS
Sales Manager Roofing Division, P. H. BAILEY
Manager Eastern Division, W. E. HALE
Manager Southern Division, A. D. KILHAM
Manager Western Division, W. W. WILSON
Sales Manager Box Division, C. H. ANDREWS
Sales Manager Carton Division, A. M. CLAFFEE
Bird Floor Covering Sales Corporation
(Subsidiary Company)
President and Sales Manager, H. E. SAWYER, JR.
Manager Eastern Division, W. B. ROGERS, JR.
Manager Western Division, R. W. WESTCOTT

BIRD

INSULATING BOARD

EFFICIENT
INSULATION

plus—



MOISTURE
RESISTANCE
AND
STRUCTURAL
STRENGTH



Roofing Plants
Norwood, Mass.
Chicago, Ill.

Consulting

idents

ER H. BARTLETT
GEORGE R. WYMAN

MACOMBER

GENE SAWYER, JR.
JAMIN H. ROBERTS
GEORGE R. WYMAN

TRING

, B. H. ROBERTS

ing Manager, P. N. HILLS

Box and Carton Divisions,

RAD

Y

, R. A. WILKINS

R. L. TUPPER

n, W. S. JACKSON

Superintendent Felt Division, T. G. HENDERSON
Assistant Superintendent, R. H. SALISBURY
Chief Chemist, A. H. CHAMBERLAIN

Superintendent Flooring Division, R. M. WIGHT
Assistant Superintendent, B. H. BAILEY
Chief Chemist, J. E. GRAHAM

Superintendent Eastern Roofing Div., E. L. CHAMBERLAIN
Assistant Superintendent, G. E. SMITH
Chief Chemist, M. R. BEASLEY

Superintendent Western Roofing Division, J. G. YOUNG
Assistant Superintendent, J. F. MATCHA
Chief Chemist, ERICH GACH

Branch Offices

New York, Chicago

Warehouses

EAST WALPOLE, MASS., NORWOOD, MASS., CHICAGO, ILL., BROCKTON, MASS., SOUTH KEARNY, N. J.

Flooring Warehouses

ALBANY, ALLENTOWN, BALTIMORE, BOSTON, BROOKLYN, CAMDEN, CHARLESTON, CINCINNATI, CLEVELAND, COLUMBIA
DALLAS, DENVER, DETROIT, EAST WALPOLE, GRAND RAPIDS, GREEN BAY, HARTFORD, HOUSTON, INDIANAPOLIS,
KANSAS CITY, MILWAUKEE, NEW HAVEN, OMAHA, PEORIA, PHILLIPSDALE, PITTSBURGH, RICHMOND,
SAN ANTONIO, SOUTH KEARNY, SPRINGFIELD, ST. LOUIS, ST. PAUL, WASHINGTON, WORCESTER

BIRD'S NEPONSET REVIEW

Vol. XXII

October 1934

No. 9

NEW OFFICES FOR OUR ACCOUNTING AND CREDIT DEPARTMENTS

WE invite you to an inspection of our new Accounting and Credit offices on the top floor of the No. 2 Box Shop Building. Most of you will probably not be able to make a personal inspection, so take this trip with us in the *Review*

length of the building. On the far side are a series of glassed in offices and special rooms for the noisy machines. The walls are white; large windows line both sides of the room. It is an inviting place in which to work.



Part of the new office into which our Accounting and Credit Departments recently moved.

and find out what a transformation has taken place in the rooms which were formerly occupied by the Cost Accounting and the Cartridge Cutting Departments.

Separate offices, new lighting equipment, sound-deadening rooms for the noisy tabulating machines, and newly painted walls and ceilings have changed the appearance of the rooms completely. Purchasing and Traffic Departments still occupy the first room at the head of the stairs, over the Brigade Room. This was repainted and given new lighting fixtures some time ago. But now walk through this department, past the newly-finished rest rooms, and step into our new offices. Your first impression is one of spaciousness and light; one large room runs almost the entire

Perhaps the most noticeable and welcome change to the workers in the departments is the change in the lighting system. Our old system, once considered to be entirely adequate, is not up-to-date when judged by present standards. Before any changes were made a thorough investigation was conducted to determine the best type of equipment for our offices. Holophane Filterlites were finally chosen and as time permits are to be installed not only in this new office, but in all departments of our Main Office. These new lights give what is known as diffused light—a strong even light without glare, and the sort of light under which close clerical work can be done for long periods of time with the minimum of fatigue to the eyes. On the darkest days, or

at night, the light will be adequate for the most particular tasks.

The Credit Department occupies front space in the new office. Mr. Merrill and Mr. Garland have desks in separate offices on the further side of the room, with the other desks of the department occupying the central floor space. Directly back of them is the cashier's desk.



Moving day—Men from the mill transferring some of the office equipment. Left to right: Bartley O'Donnell, George Abeley, Paul Molanari, Herman Nordstrom and Michael Powers.

Behind Mr. Garland's office is a glassed-in room where the billing, comptometer and book-keeping machines can be operated with a minimum of noise to disturb the rest of the office.

Walking a little further down the room, past the cashier's desk, we come to the General Accounting Department, and back of it the Cost Accounting. Mr. Whitney and Mr. Coleman share an office together; further down the room Mr. Erker has his office, and beyond him is another office occupied by Mr. Ahlgren and Mr. Beaulieu.

In the center of the room, opposite Mr. Ahlgren's office are the files and safes of the Accounting Departments. Walk down beyond these and you come to the Payroll and Statistical Departments which fill the rest of the room. Shutting off the statistical machines from the rest of the office are two more glassed-in rooms, one for the punch operators and one for the tabulating and sorting machines.

At the extreme west end of the building is the large file room where office records have been stored for many years. This is unchanged, except for a new partition.

With the exception of the plumbing, practically all the work of refinishing has been done by our own carpenters, millwrights, electricians and painters. In all, about twelve or fifteen men have been employed, with the work so arranged that the men could be called back to their regular mill jobs whenever necessary. This has meant

that the work has been a long time in progress, but it has also meant that these men have been more steadily employed than they might have been otherwise.

This reorganization of the Accounting and Credit Departments also means more room and better office space for the departments now left at the Main Office. It is planned now to move a part of the selling organization to the first floor of the Main Office in the places recently occupied by the Credit, Billing and General Accounting Departments. This will give the sales departments extra and much needed space on the top floor. As the changes are made, the Main Office too will be refinished and fitted with the same new lighting equipment.

It will take time to do this and careful planning to avoid interference with the office schedule, but in the end we shall have a much more up-to-date office with room for everybody to work comfortably and with lighting equipment which is as fine as modern engineers can devise.

30

HIGHLIGHTS OF THE OFFICE MOVING

by
One Who Moved

It's been a great game of checkers, and the Credit Department didn't make such a bad move after all. Payroll put one over on the other departments: they got two moves. And how Margaret Turner moved: she's in Cost Accounting on long distance now. And does Arthur Mellin need a 'phone? Ask Jim Dowling. Talking about 'phones, the telephone man claims that he's got a steady job with Bird & Son now. Here's one the camera missed: the little fellow toting a mere table and the big fellow straining under the weight of one of our "gigantic" waste baskets. And how those Maintenance men take to moving safes: they line up a half dozen of them like tin soldiers, and then make them do the about face, left face and present arms. Anybody find that binder? Bob Harkness just could not see it, even if it couldn't be much nearer to home. Isn't the new fountain spiffy? Some just can't wait to use it. And the lights! !! And here's one heard after the General Accounting Departments moved: "Mack, ol' boy, it's sure good to see your ugly old mug around here again." "Thanks, Harry, yours doesn't improve the place much either." And here's another heard in Cost Accounting—Al Kimball, after a week in one spot, "Look how the paint has worn off under my desk." A snappy comeback: "Well, Al, no one else around here wears baseball shoes." Dave Lowry from the Phillipsdale office was up looking us over. What do you think of our layout, Dave? And do these girls know their stuff. Tired and exhausted from the mental strain of this game of checkers, Sophie Eppich, Agnes Foley and Margaret Delaney from Cost Accounting and Mary Hickey from Purchasing, (Mary got tired from watching us) all set out for West Virginia via the mountains of New York. They are taking the mountain trail so they can coast into Virginia. Here's hoping they will not have to be towed back, and that they'll find the office back to normal again. Anyway, the new office is a great improvement, and we like it!

In Working Order

Foreman: "Do you think you are really fit for hard labor?"
Applicant: "Well, some of the best judges in the country have thought so."

CONGRATULATIONS, CHICAGO!

CHICAGO has won so many Safety honors this year that the Plant deserves an entire *Review* dedicated to it. We can't quite do that, but we certainly do congratulate the men who have made such a fine showing.

First of all, at the Annual Safety Congress in Cleveland early in October, Chicago was awarded the trophy for first place in Group D of the Paper Industry Annual National Safety Contest which ended June 30, 1934. To achieve this record the plant worked a total of 171,182 man hours without a lost time accident. This figure includes the working hours of only the eighty-three men in the mill. If you add to this the working time of the eighty-two people in the

Two men were injured in August, however. Luigi Carrieri, a Roofing Machines man, was helping pile shingles in the Shipping Department on August 6th. He received a strain which developed into a hernia. He left work on the 20th, and is still out.

Nelson Phillips, Flooring Rug Finishing, scratched his finger with a knife on August 24th. It did not bleed, but later an infection developed which has kept him from work an entire month. He is still out.

With no accidents recorded for September, it looks as if we had a very good chance of going for another two months' period without an accident. Let's keep October accident-free!

Chicago's efficient Safety Committee which proudly announces that the Chicago Plant has won first place in its Division of the Paper Industry Annual Safety Contest, ending June 30, 1934. Back Row: Marshall F. Meyer, Chairman; Waldo Overholt, James G. Young, Superintendent; and R. K. Smith. Front Row: Harry F. Goudie, Laurence Peterson, Levi Hosch and Louis A. Lance. M. R. Pierce was absent when the picture was taken



office and sales force, who also worked without accidents, the total number of hours is almost doubled.

This alone is a great record, but our Chicago Plant has done even better than this. On September 29th they completed two years of work without an accident. They have the best record of any of our plants at the present time and of course hold the coveted Safety Shield.

Good as this record is, we hope it only a challenge to Chicago and to every other plant to make a still better showing during the next year. We'd like at least *two* plants to win National Safety honors next year!

ACCIDENTS BEING KEPT DOWN TO A MINIMUM

IT surely is good news to be able to report only two lost-time accidents in our plants since May 8th! June and July were entirely free from accidents and the month of September has had no accidents at this writing (September 24th).

WITH THE SOCCER TEAM

by
John H. White

OUR Soccer team opened its 1934-1935 Boston and District League season on Sunday, September 16th when we played Medford Limited on the Athletic Field, East Walpole and were defeated by three goals to one. The team was not at full strength and showed lack of training.

Sunday, September 23rd with the addition of John Ricco at full-back we were unfortunate in being defeated again, 2 to 1, in a well-played game against Clan McGregor at Quincy. The shipbuilders are the most formidable team in these parts, and Bird & Son showed power that will put us with the leaders when Jack Smith again takes his place to aid the attack.

Players who took part in one or both games were: Harry N. Benson, James Schuller, Charles Travers (Captain), John McDougall, John Hogan, Edward Hogan, Gus. Hogan, Walter McKenna, Carl Fredericksen, John Hansen, Harold Nicholson, Allen McIlfree and John Ricco.

PLANT COUNCIL ELECTIONS

JUST as we go to press, we have notice of the Plant Councils elections which were held on Monday and Tuesday, October 1 and 2. A high percentage of voters cast their ballots in almost every Division, and a number of last year's representatives were re-elected.

No. 4—FXR—Bartley Curran.

No. 5—FXB, FXP, FXV₂, FX₂ Office—John Clancy.

Appointed: C. W. Conrad, R. L. Tupper, A. D. Colburn, F. H. White, W. S. Jackson, Guy Hoyt.



An interesting roofing display at the office of the Davison-Fogle Lumber Company of Corry, Pennsylvania

The newly-elected Employee Representatives and the appointed Management Representatives for the coming year are as follows:

Paper Mill Council

Elected

- Div. No. 1—DMP—Michael McDonough.
- No. 2—DMB, DMT, DMW, PML, PMN, PMJ, PEL—Lawrence Balduf.
- No. 3—DMC, DMH—Herbert L. Badger.
- No. 4—ER Departments—Patrick McNulty.
- No. 5—DFC, DFF, DFP, DFW, DMK—Patrick O'Donnell.

Appointed: R. A. Wilkins, J. J. Burke, P. H. Mudgett, P. A. Guttormsen, L. M. Doane.

Maintenance Council

Elected

- Div. No. 1—EMM, Office, EME—Jesse King.
 - No. 2—EML, EMP, EMT, EMY, EMS—Joseph S. Walker.
 - No. 3—EF, EMW, EMZ—George Wallace.
- Appointed: C. W. Conrad, J. A. Sheehan, F. B. Duncan.

Box Plants Council

Elected

- Div. No. 1—FXC, FXT₁E—Charles Mutch.
- No. 2—FX₁ Office, FXF, FXS, FXD, FXW, FXA, FXT₁W—Vincent D'Espinosa, Martin Connolly.
- No. 3—FXG, FXV₁—James Ginley.

Roofing Plant Council

Elected

- Div. No. 1—FBP, FBB, FBC, FBQ, FBJ—Kenneth Stuber, John Graham.
- No. 2—FBE, FBM, FBR, FBS, FBY, FBZ—John H. White.
- No. 3—BBF, FBL, PBL, PBN, Office—Nicholas Radzwill.
- No. 4—FBX, FBW, FBV—Clinton Cave, Thomas DeSena.

Appointed: E. L. Chamberlain, G. E. Smith, H. F. Everett, H. A. Dresser, M. R. Beasley, R. J. Stoddard.

Flooring Plant Council

Elected

- Div. No. 1—FFP Crews 1-6 and Cleaners—Elton Hamilton.
- No. 2—FFP Crews 7-10, FFQ, FFC, PFL—Berton Seekins.
- No. 3—FFV, FFS, FFZ, FFJ, Office—Warren Dyer.
- No. 4—FFM, FFB, FFY, FFSM—Everett Rockwood.
- No. 5—FFN, FFG—John Smith.
- No. 6—FFR, FFD, FFF, FFT—Joel Tammel, Austin Quackenbush.

Appointed: R. M. Wight, S. R. Taylor, L. R. Bernier, George Wood, Michael Shergals, Nelson Phillips, Arthur Bent.

Phillipsdale Council

Elected

Div. No. 1—DPH, DPT, DPL, DPV, DPW, DPZ, Office—John Rogers.

No. 2—DPB, DPC, DPP, DPJ—Charles Anthony.

No. 3—DPE, DPM, DPR, DPS, DPG—Thomas Horridge.

Appointed: T. G. Henderson, Leslie Howard, William Livingston.

Office and Sales Council

Elected

Div. No. 1—A, AC, AF, AT, G, H, P, BA—Election on Oct. 8

No. 2—AA, AB, AD, AH, AL, K, R, T—James Mack.

No. 3—CE—S. C. Traudt, Jr.

No. 4—CF, AM—Anne E. Kelliher.

No. 5—CG, CD, CX, CC, N. Y. Office—Marshall Lee.

No. 6—V—Gertrude McDonald.

Appointed: W. C. Ahlgren, H. S. Whitney, Rogers Weed, Jr., W. P. Walker, D. P. Colburn, Evelyn Wadleigh.

Chicago Plant Council

Elected

Div. No. 1—J. J. Sullivan

No. 2—Nicholas Ahrens

No. 3—Robert Rush

UNIQUE ADVERTISING DISPLAY

PICTURED on the opposite page is an unusual and effective advertising display recently set up in the office of the Davison-Fogle Lumber Company of Corry, Pennsylvania. Notice how many items are displayed in a small space, without any effect of crowding or disorder. The trays of roofings and sidings can be removed from the cabinet and displayed by themselves.

We recommend this type of display to any lumber office carrying our line. It sells the products.

STUDY COURSES

WORKERS interested in forming any sort of study classes should get in touch immediately with some member of the Educational Committee. This Committee is in a position to make suitable arrangements through Boston Schools for almost any course of instruction. It organized the Bird Club classes for several years and the last two years has planned the courses in business held in the East Walpole Brigade Room.

Are you interested in some special line of study not covered in the "Executive Standard Practice Course" being given this year? Speak to the Educational Committee about your desires and they will make every effort to organize a class

large enough so that an instructor from Boston can be obtained at a reasonable cost.

Let the Committee know now, so that the course can start early in the season.

The members of the Educational Committee are: E. H. Coleman, Chairman; Milton R. Beasley, Edgar M. Grout, William S. Jackson and William Walker.

PRAYER OF A SPORTSMAN

Dear Lord, in the battle that goes on through life

I ask but a field that is fair,

A chance that is equal with all in the strife,

A courage to strive and to dare;

And if I should win, let it be by the code,

With my faith and my honor held high;

And if I should lose, let me stand by the road

And cheer as the winners go by!

And, Lord, may my shouts be ungrudging and clear,

A tribute that comes from the heart,

And let me not cherish a snarl or a sneer or play any sniveling

part;

Let me say, "There they ride on whom laurel's bestowed,

Since they played the game better than I."

Let me stand with a smile by the side of the road

And cheer as the winners go by!

So grant me to conquer, if conquer I can,

By proving my worth in the fray;

But teach me to lose like a Regular Man

And not like a craven, I pray.

Let me take off my hat to the warriors who strode

To victory, splendid and high,

Yet, teach me to stand by the side of the road,

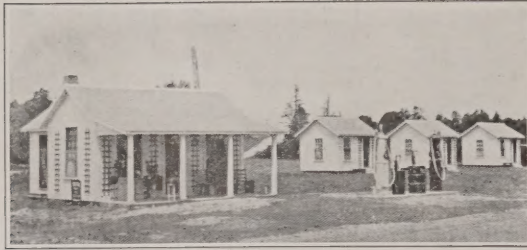
And cheer as the winners go by!

—Berton Braley, International Paper Monthly.



Boy! look at these fish! Bobby Gach, son of Erich Gach, Chicago Chemist, proudly displays his day's "catch". Great work, Bobby!

PINE TREE OVERNIGHT CAMPS



Pine Tree Overnight Camps at Topsham, Maine, where President Allen stopped on a recent trip to Canada. These all have Bird Roofs

A FINE exhibit of Bird Shingles and a fine place to spend the night; good food—good beds.” So says President Allen, who stopped at the Pine Tree Camps on a recent trip to Quebec to visit our Pont Rouge and Portneuf mills. This was Mr. Allen’s first trip up and back by motor.

Mr. Nicholl, proprietor of the camps, told Mr. Allen he had always been a booster for Bird Shingles; now Mr. Allen is a booster for the Pine Tree Overnight Camps.

VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during September and October:

SEPTEMBER			Years
A. C. Urquhart	9-10-1896	Maintenance	38
P. R. Allen	9-15-1898	President	36
Florence E. Holmes	9-25-1898	Retired	36
John Eppich	9- 5-1903	Roofing Plant	31
Patrick Coughlin	9-10-1904	Paper Mill	30
Antonio Paddock	9- 4-1905	Paper Mill	29
S. C. Traudt, Jr.	9-15-1905	Roofing Sales	29
Michael Burke	9-22-1905	Paper Mill	29
Louise McFarland	9-27-1908	Main Office	26
John Clancy	9-27-1909	Box Shop	25
Louis Dolksever	9-20-1909	Roofing Plant	25
Michael Costello	9-26-1909	Paper Mill	25
R. C. Floyd	9-20-1911	Vice-President	23
Herbert Jepson	9- 3-1912	Roofing Plant	22
Dominick Treventi	9- 5-1912	Roofing Plant	22
John Wosner	9-13-1912	Flooring Plant	22
Maryan Wronski	9- 3-1919	Paper Mill	15
James Connors	9- 8-1919	Maintenance	15
W. B. Rogers, Jr.	9-29-1919	Mgr. Eastern Div.	
		Flooring Sales	15
Dagmar Peterson	9- 2-1924	Office	10
Peter Taggart	9- 8-1924	Roofing Plant	10
Walter Down	9-11-1924	Maintenance	10
James Hennessy	9-17-1924	Flooring Plant	10
Everett Tripp	9-18-1924	Flooring Plant	10
Salvatore Purpura	9-18-1924	Roofing Plant	10
Claude Smith	9-20-1924	Box Shop	10
Hilton Taggart	9-20-1924	Roofing Plant	10
Samuel DiFlaminies	9-22-1924	Roofing Plant	10
Arthur Doderer	9-24-1924	Paper Mill	10
Warren Graffam	9-29-1924	Flooring Sales	10
John H. McMahon	9- 3-1929	Box Shop	5

Myles R. Towle	9-16-1929	Box Shop	5
Natale Cordo	9-17-1929	Flooring Plant	5
Dorothy McEleney	9-18-1929	Main Office	5
Ludger St. Cyr	9-30-1929	Box Shop	5
Domenic Massami	9-30-1929	Roofing Plant	5

Phillipsdale

Frank Reed	9-30-1912		22
Joseph Silva	9- 3-1924		10
Manuel Oliver	9-30-1924		10

Canada

E. Gibb	9-22-1919	Hamilton, Ont.	15
E. Mercier	9- 8-1924	Pont Rouge, Que.	10
O. Laplante	9-16-1929	Montreal, Que.	5

OCTOBER

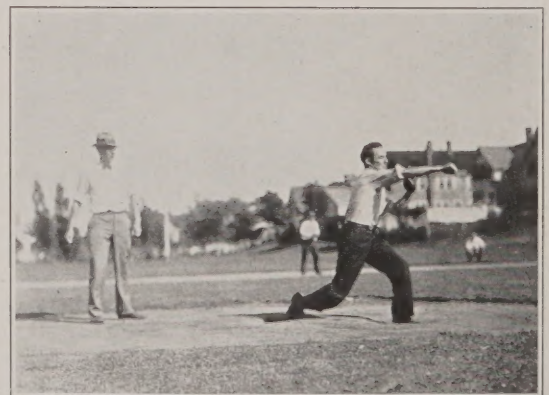
			Years
John Dower	10- 1-1895	Maintenance	39
Chas. T. Derry	10-12-1897	Retired	37
H. L. Engley	10- 9-1901	Roofing Plant	33
Victor Purdy	10-12-1907	Maintenance	27
Alice Fales	10-28-1907	Main Office	27
Jerry Cullinane	10-10-1910	Maintenance	24
Nils Lindequist	10-11-1910	Flooring Plant	24
John Foley	10- 4-1911	Roofing Plant	23
Antonio Wosniak	10-11-1912	Box Shop	22
John P. Dolan	10-31-1912	Box Sales	22
Mary B. Foley	10-14-1913	Main Office	21
Michael Curran	10-19-1913	Flooring Plant	21
Ludwig Anderson	10-30-1913	Maintenance	21
William Lewis	10- 1-1919	Maintenance	15
Nicola Benedetti	10- 6-1919	Flooring Plant	15
Harry Godkin	10- 7-1919	Maintenance	15
Silvio Tronti	10-20-1919	Flooring Plant	15
Joe Uzdowinis	10-27-1919	Flooring Plant	15
Edgar Tarr	10- 7-1924	Main Office	10
Matthew Fyfe	10-10-1924	Flooring Plant	10
Kenneth Stuber	10-18-1924	Roofing Plant	10
Louis DesJardins	10-20-1924	Power and Steam	10
Santo Columbo	10-10-1929	Roofing Plant	5
Lena Paduck	10-10-1929	Box Shop	5
Marian Kissel	10-21-1929	Flooring Plant	5

Chicago

James G. Young	10-14-1929	Supt. Western Roofing Division	5
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Canada

L. Paquet	10-20-1912	Pont Rouge, Quebec	22
A. Lehouiller	10-21-1912	Pont Rouge, Quebec	22
L. Dion	10-31-1919	Pont Rouge, Quebec	15
M. Briere	10- 8-1924	Pont Rouge, Quebec	10
H. Bussieres	10-25-1929	Pont Rouge, Quebec	5
A. Frenette	10-12-1929	Portneuf, Quebec	5
O. Godkin	10-21-1929	Portneuf, Quebec	5



Walter Sword demonstrates his pitching ability during one of the Interdepartment games last summer. Louis Colburn is the umpire

FIRE PREVENTION—NO ACCIDENT WEEK

OCTOBER 7-13

BE ON THE WATCH

FOR the next week or two we will see posters in many places telling the danger of fire and how to prevent it, because Fire Prevention Week begins October 7th and ends October 13th.

Of course this does not mean to clean up and watch out for fire for one week only. It is just a reminder that good housekeeping the year round is the best way to prevent fire. Many fires start because of poor housekeeping and many disastrous fires can be traced back to some simple little act of carelessness. The world has gone a long way in Fire Prevention, but a great many more fires could be prevented if every one were more careful.

Bird & Son has a good reputation for fire prevention, but even we can stand improvement. There are still some little acts of carelessness by workers in our mills and we must keep after them or we may all be out of a job.

None of our whistles have blown for fire since long before Fire Prevention week a year ago. I am glad to be able to say this, but still we don't want to get too cock-sure of ourselves. We have started a good fire record and if we all become "inspectors", looking for and correcting any fire hazards, we can go another year without a fire and make still a better record.

As I think over our experiences of the past few years, I consider the following things to be dangerous:

1. Matches: I will not say anything about smoking, for I do not think we have anyone in our mills now that would be foolish enough to risk losing his job by smoking within the plant.
2. Oily rags, dirt and rubbish: Occasionally we find oily rags in overalls pockets, or dirty lockers with rubbish in them.
3. All inflammable liquids: Naphtha, gasoline, toluol, kerosene—all are dangerous if improperly used.
4. Inefficient machinery: Dirty motors, dirty blowers, overheated bearings, exposed electric wires, slipping belts, belts which rub on wood work.
5. Waste cans without covers.
6. Clothing hung on steam pipes to dry.
7. Paper lamp shades.

Probably you can think of many other fire hazards for which we should be on guard, but these stand out in my mind as most common and most important.

And so I urge everyone to be an inspector and help keep our plants free from all danger of fire. We can't afford to lose our jobs on this account.

Frank W. Fisher, Fire Inspector.

WEAR SAFETY SHOES—IT PAYS

SINCE January 1st of this year we have had six lost time accidents which might easily have been prevented if the injured men had been wearing Safety Shoes. There was only one of the men who was able to return within a week, and one unfortunate worker lost 73 days!



Bird Roofs lead the parade! This display truck of the Galeton Hardware Co. won First Prize in the Labor Day parade of Galeton, Pennsylvania. Congratulations!

Foot accidents are, and always will be, a frequent source of accidents until everyone learns the practical advantage of wearing safety shoes. It is all too easy to drop articles onto your toes, to catch your toe or to slip and injure it.

Safety shoes will go a long way in preventing such toe injuries as our fellow-workers have suffered this year. Each safety shoe is built with a box toe made with steel. On compression tests these steel toes have withstood more than 2,000 pounds pressure without flattening out enough to injure a man's toes had they been in the shoe. This assures adequate protection against all toe injuries except those of a very extraordinary nature.

Until recently, Safety Shoes have always been rather bulky and clumsy in appearance, but there are now on the market really fine looking safety shoes which offer just as much protection as the old ones. A show case of these is now on exhibit at the Roofing Plant and others may be installed later at our other plants. There are prices and styles to suit everybody. Many men buy these to wear as dress shoes, wearing them to the plant when they get older.

Buy a pair of Safety work shoes *now* and give your feet adequate protection. Order them through your foreman or at the Credit Union. You can't afford to be without them.

BIRD'S NEPONSET REVIEW

Vol. XXII.

OCTOBER 1934

No. 9

Published Monthly by the Employees of Bird & Son, inc.
In the Interests of the Company and Its Workers
For the Promotion of

Good Service

Good Business

Good Will

MILLS: East Walpole and Norwood, Massachusetts;
Phillipsdale, R. I.; Chicago, Ill.

Advisory Board

P. H. Bailey R. C. Floyd B. H. Roberts B. D. Rogers

Editor, B. D. Rogers

Assistant Editor

E. M. Grout

Circulation Manager

A. S. Blaney

Printing Foreman, F. R. Meyer

Another way of spelling success is application.

A NEW POLICY

UPON the recommendation of our Plant Councils, it has been decided to discontinue the small, four-page issues of the *Neponset Review*.

Frankly, the reason for this is that they do not contain sufficient interest to pay for the work necessary to get them out. When they were first started in July 1931 as an economy measure, it was hoped that they would keep the continuity of the *Review* and would provide space enough for important announcements and interesting reading material.

Experience lately has shown that these small issues are not accomplishing their intended purpose and are not being read.

We therefore gladly accept the suggestion of our Plant Councils and beginning immediately will publish a 16-page *Review* once every two months. Although the *Review* will not reach you as frequently, every effort will be made to make the six issues a year even more interesting and readable than ever.

COLUMBUS AND ROOSEVELT

AT the recent Supervisory Group meeting, President Allen told the conundrum he had recently heard, explaining why President Roosevelt was like Columbus: Columbus didn't know where he was going, didn't know where he was when he got there, and didn't know where he had been when he got back.

"My answer to that," concluded Mr. Allen, "is that if President Roosevelt finds as good a new country as Columbus did we shall have no cause for complaint!"

And that is Bird & Son's attitude today with regard to N.R.A. and its policies. We are still

solidly behind the moment, ready to back all the good points to the limit, and to fight just as hard those which we do not consider to be wise, hoping that out of the present difficulties will eventually come that "good new country."

It is interesting and pleasing to know that business still remained comparatively good with us up to August 31st. Sales volume is ahead of a year ago, but profits are not as good.

What the future holds not even the wisest ones know, but with our present line of up-to-date products, our constant research to improve old products and develop new ones, and our loyal spirit of cooperation between all departments, we should be able to hold our own no matter what conditions arise.

MICHAEL F. SMITH

MICHAEL F. SMITH, an old timer in the Millwright Department, passed away at his home on East Street, East Walpole on Tuesday night, September 25th. He had been in ill health for some time and recently had suffered several shocks.

He first came to Bird & Son as a member of the repair crew in January, 1927 and has always been connected with the Maintenance Department. For a short time in 1915 he held the position of Piper, and in April of that year transferred to the Millwright Department, with which he had since been connected. During his twenty-seven years with us he made many friends and was liked and respected by all. He will be greatly missed.

He is survived by two sisters, Mrs. William H. Mahoney of Short Street and Mrs. Margaret Crowley of East Street, and two brothers, John H. Smith of Short Street and Patrick E. Smith of West Groton, and several nieces and nephews. We extend our sincere sympathy to them. The funeral was held on Friday, September 28th and burial was in the Highland Cemetery, Norwood.

LET US KNOW—

DURING the past few years have you been taking up some special course of study? Have you training in some particular line of work different from that which you are now doing? Do you want to be considered for a transfer when a job in your line opens up?

If so, notify the Personnel Department with full particulars about your qualifications, so that we may have an up-to-date record.

It is the policy of Bird & Son to give our own workers first consideration when new and better jobs open up, and also as far as possible, to see that everyone is doing the sort of work he likes

to do. To make sure of carrying out these policies, we are setting up a Job Classification Index where all this information will be kept, and to which we can refer when any changes are to be made.

We cannot promise definite jobs to anybody, but we can promise that you will be given full consideration for jobs in your line, once you have given us the information about yourself. You may write directly to Department G, or visit the Personnel Department personally and let us know.

THE IDEAL PLANT

By Col. Benjamin A. Franklin

Former President, Associated Industries of Massachusetts

THERE has been much discussion, under the National Recovery Act, of the large plant and the small plant, of their relative relations under codes, and of their relative value in the progress of industry.

What is an ideal plant, large or small?
How's this?

A plant rendering a sound service to the public in its product.

A plant which develops research to keep its product up-to-date and render the maximum service.

A plant which considers its customer's interests as its own.

A plant offering steady employment to the necessary group of workers.

A plant considering, planning and effectuating such personal methods for its workers as will make for their safety, security and happiness.

A plant which keeps its equipment up-to-date.

A plant which a bank is glad to lend money to, because it borrows only for up-to-date equipment, or for discounting a portion of its bills.

A plant which develops a loyal hard working organization, efficient to the interests and reputation of the company.

A plant which develops modern management methods.

A plant which pays its stockholders steady dividends.

A plant which is cooperative with its trade associations and competition.

A plant which expands only when that expansion is necessary to the public, in greater demand, or in new products.

A plant of which the community is proud because it is sound, steady and fair.

There are many such plants. They are the bulwark of their communities and of industry. Such a plant is not attacked by greed.

Will National economic planning bring more?

—Reprinted from "Industry."

HEALTH NOTES

TEN SIMPLE RULES

NOT so long ago Dr. Thomas Darlington, Commissioner Emeritus of the Department of Health of New York City, made the simple statement that the clock should be turned back to health-saving time.

He further stated that our diets should be freed from bewildering red tape and that the correct diet for adult as well as the child means a well-balanced variety of simple wholesome food. The following principles will guide any person in his selection:

1. Do not bore your stomach with a monotonous menu.
2. Scorn not the lowly turnip and onion.
3. Cheaper meat cuts in stews may be more nourishing than a diet of steaks and chops.
4. Eat all seasonable fresh vegetables and fruits.
5. If possible drink at least one quart of milk every day.
6. By using your ingenuity, create new dishes from old standbys.
7. Be cosmopolitan in your tastes; get acquainted with minestrone, goulash, Irish stew, pigs knuckles, all leafy vegetables, and eat a salad every day.
8. Be careful about overindulgence in sweets and sweet drinks.
9. Do not forget to drink several glasses of water daily.
10. Do real cooking; last minute meals will not maintain good health for a long time.

These simple statements are free from faddish theories, and should be of material assistance in guiding the selection of a well-balanced diet

THE VITAL CIRCLE

*When Some One Starts Buying
Then Some One Starts Selling;
When Some One Starts Selling
Then Some One Starts Making;
When Some One Starts Making
Then Some One Starts Working;
When Some One Starts Working
Then Some One Starts Earning;
When Some One Starts Earning
Then Some One Starts Buying.*

Fred Giesman, The Chicago Market Daily.



Our dumb ball and chain (the one with blond fingernails and the Cute-x smile) says she is looking forward with eagerness to meeting this Art Blende that she hears so much about in the Roofing Sales Department.

Notes From Plants and Office

MAIN OFFICE AND SALES

Alice Clem
Charles Sumner
Sabina Costello
Albert Kimball

Margaret Crane
Dorothy McEleney
Helen Curran
Sophie Eppich

Ruth Milliken

Mary Hickey of the Purchasing Department has been on the sick list but we are glad to report that she is better and has returned to work.

Peg Owens spent her vacation at Brant Rock and New York City.

Hannah Flavin and Catherine Dowling have returned from their vacation at Yarmouth and Digby, N. S.

Rose Silverman is a grand artist and we congratulate her on her latest success, "Portrait of a Cow Eating Grass."



How's this for a vacation shift—Drawn by Harry Davis Undercoat Department

Our "school boy complexion" messenger, Bob Nagel, has left us to take up his further education at Yale. We wish you every success, Bob. We will be watching for your name among their star athletes.

Ollie Tetreault toured Canada over the Labor Day holiday. Michael Hawkins spent his vacation in New Hampshire and at the Cape. Ben Taylor was in Vermont, and Mary Hickey motored through West Virginia.

Ruth Springer has left us to resume her studies at Bates College where she will begin her second year.

Evelyn Wadleigh is the proud possessor of a new V-8 Ford. She christened it by driving to New Jersey and back in two days.

Doris Pease has returned after taking a motor trip through New England and to New York City.

Betty Lamore, Anne Brennan and Flora MacDonald spent an enjoyable vacation at Marblehead watching the sail boat races.

We welcome Anne Lindsey to the Purchasing Department. She is doing messenger work in the new office, and has her desk in the Purchasing Department.

We extend a hearty welcome to Benjamin Beale, new correspondent in the Box Sales Department.

Anne Pollock of the Chicago Office paid us a short visit while she was East on her vacation. We were all very glad to see her and hope she will come again sometime. She does a pretty nifty fan dance!

Florence Nichols has been basking on the sands of Wollaston Beach and has acquired a wonderful tan.

Anne White vacationed at Onset, Mass.

Nellie Patinsky is recovering from a tonsil operation and we hope she will be back with us soon.

Peg Rorke braved the briny deep on a trip to Virginia, Washington and vicinity.

The most interesting and unique vacation of the season was taken by Dwight Colburn who flew to Los Angeles and back. It was a wonderful trip and Dwight thinks flying is the most satisfactory means of getting places.

Kay Broderick and Bertha Broadley have returned after a cruise up the Saguenay River, stopping at Quebec and Murray Bay, and then going on to Bermuda.

Dot Elwell credits her powerful physique to a daily ration of carpet tacks followed by a game of croquet.

Alice Clem enjoyed a week at Lake Marancook, Maine.

It must be good bread!—The following letter was received at our office not long ago: "We are interested in getting a display stand for bread made from carton material."

PAPER MILLS

East Walpole, Mass.

John E. Curran
Herbert Badger
Dagmar Peterson
Herman Nordstrom
Fred Jonah
Mario Boragine

Frank Murphy
Edward Geraghty
Charles Rafuse
Sophie Novick
John J. Burke
Mary Driscoll

Bob Hood has returned from a prospecting trip to Canada. The only trouble he had was when he got to a hill. Then he had to wait at the bottom until a Ford came along to push him up.

William Patterson and family have returned from Jamestown, R. I., after two pleasant weeks.

Sadie Hill spent a joyful two weeks at Lake Archer, swimming, fishing and some hunting.

William Donahue has graduated into the piping gang.

You all remember Al Ciomei, the fellow from the University of Maine who was here this summer. Al won \$4.00 on a bet just before he left for home by eating six icebergs and a pint of chocolate ice cream all at once. What a man!

It cost Joe Donovan a row of potatoes to teach his dog to like children.

William Geary and family spent two weeks at Swift's Beach.

Walter Bisdnack can now be seen driving a Ford V-8.

Frank Nyborn has put himself into double harness, marrying Miss Ethel May Driscoll of Taunton on Saturday, September 15th. They will reside in Norwood. Congratulations and good luck!

They say Veronica Dixon has taken up astronomy, studying the moon.

Holly B. Dyer spent two weeks at his old home and reports the same old eagle is still in the same old nest after thirty years.

Francis Bannon and Art Eppich have perfected a ship's lantern design for a porch light.

Arthur Doderer is the proud father of a daughter born Wednesday, September 19th.

Herbert Badger and family spent two weeks at Little Neck, Ipswich, in August, swimming, clamming, etc.—mostly etc.!

We were sorry to see Burton Arthur leave us. He now has a position at Tilton Academy teaching and we wish him the best of luck.

Harold McNeeley was seen not long ago cruising around Norwood with a large over-ripe tomato in his car. Whom were you looking for, Harold?

Phillipsdale, R. I., Mill

Rexford H. Salisbury
David S. Lowry

John H. Nolan
Leslie E. Howard

There are several new cars at Phillipsdale. Mr. Hawley has an Oldsmobile, Mr. Henderson a Buick, Ed Vatcher a Chevrolet, and Charlie Cyranock has a new Dodge sedan which is the third recently arrived.

Vacations are about over. Some of those we have heard about lately were Black's vacation in Vermont, Silva's trip



Provincetown Harbor taken by Amelia Samson of the Cartridge Cutting Department on the day of our Outing

to New Hampshire over Labor Day, and Henry Gibb's and Willie Banks' trip to Canada. While in Canada Gibb met Mr. Cowan of our Canadian plant.

John Nolan spent most of his vacation at the various golf courses looking for golf balls. When he gets a good supply he plays golf until they are used up.

While Buster Richardson was on his vacation Ed Medbury painted his auto and doped it up in grand style. Now Buster says he is going on another vacation to see if Ed will paint his house.

The Narragansett race track has, of course, created a little excitement in our part of the town and incidentally has given us another opportunity to see quite a few of the fellows from Walpole. We hear that Tixie Billings has a new system which he is going to try out up there when he gets money enough.

We hear that Henry Phelps had a pleasant little chat with a state trooper on Pawtucket Avenue last week.

We also hear that Tom Wynne had an argument with a trolley car at the corner of Pawtucket and Warren Avenues. We understand that the trolley car won.

BOX FACTORIES

East Walpole, Mass.

No. 1 Box Shop

Frances Santoro
John P. Walsh

Earl Boyden
Ralph Farris

Sophie Babel of the Corrugated Department was married to George Barton of Norwood on August 28. Good luck, Sophie.

Sadie Rafuse spent a most enjoyable vacation at Nantasket. From the glowing post-cards she sent us, we gather that all in all, Sadie had a wonderful time.

Our nomination for the title of "Best dressed man" goes to Bob Morse, whose sartorial perfection (down to the nasturtium in his button-hole) is causing many pangs of envy among the young men in the Box Shop.

James Mulvehill took the fatal plunge when he was married to Miss Josephine Murphy of Dedham on September 1st. Jim gave us no warning beforehand, but we all wish him the best of luck.

Margaret Wallace of the Wallboard Department is regaling us with news of her vacation which was spent touring New England.

Genevieve Pare was tendered a bridal shower by her friends at her home recently. She received many lovely and useful gifts. She also received a "surprise" gift from Sam Hunter and Red Curran. Gen. assures the boys she will think of them when she uses the gift.

Genevieve was married to William Gaffney of Walpole on September 27 at a nuptial mass at the Church of the Blessed Sacrament. Many friends and relatives attended the beautiful ceremony and the wedding breakfast which followed. After an extended tour of Canada, Mr. and Mrs. Gaffney will reside in Walpole.

Ellen May visited friends in Troy, N. Y., on her vacation. Just another case of a "little girl in a big city," Ellen?

Don't be frightened at the little Indian now with us. It's only Jennie Carroll, returned from her vacation in Old Orchard, Maine.

A few of us are wondering what attraction there is in Lowell for Philip McCready, since every week end finds Phil burning up the roads between Norwood and Lowell.

Alice Polousky spent the Labor Day week end with friends in Maine. Did you cut down the old pine tree, Alice?

Now that the flurry of vacations and weddings is practically over, the girls are shaking the seaweed and confetti out of their hair and settling down to some good hard work.

We welcome Annie Sword to the Corrugated Department. Since Annie used to work for Harry Tower, in the Wallboard Department, we won't be surprised to hear him singing: "Annie doesn't work here any more!"

"Babe" Costello wise-cracks: Would you call Frances Santoro and Eileen Connolly that long and the short of it?



Corn stalks eight feet high were proudly exhibited in this garden last July by August Linde, Power and Light Department, and August Hildebrandt, retired Bird & Son worker.

No. 2 Box Shop

Mary Bellew
Martha McLauchlan

Frank Eisenhaur

Ambrose Fitzpatrick
Alma Walsh

We hear Edith Doderer is sporting a new car. Some class!

Some new local talent was discovered on the Provincetown trip. John Clancy, Fred Kinsman and Chester Porter make a very good trio with their old time songs, specialties, tap dancing and reels.

Mary McKinnon enjoyed her vacation very much, but she says she has had enough beach and sailing for this year.

Maurice Tarr came back good and brown after two weeks at Swift's Beach.

Mary Slime spent one week at Onset and one in New York and Philadelphia.

Other vacation trips included: Catherine Brady, Holyoke; Imogene Frank, Peterboro, N. H.; Astrid Anderson, Hampton

Luigi Carrieri is our latest hernia victim. We hope he will be back with us soon.

Dick Stoddard and Charles Savage are driving new Chevrolets.

Emil Anderson is sporting a new Chrysler.

Bob Hunter has left us to go to school. He has high hopes of being a lawyer. Good luck to you, Bob.

FLOORING MILL AND OFFICE

Norwood, Mass. Plant

John S. Smith
Tom Rogers
Arthur Cripps

Charles Miller
Thomas Paquette
Laurence Gammell

Carroll Gammell and family spent their vacation in Vermont and at Niagara Falls.

Frank Sutherland spent two weeks at Falmouth. We do not know which "Falmouth," or what State.



Can you find your picture here? This fine snapshot of the Outing crowd aboard the Steel Pier was taken by Hugo Salamaa of the Flooring Plant.

Beach; Guy Hoyt, day trips; and Harry Clark, Narragansett.

Mary Bellew, Alice Brady, Josephine Hessian and Ann Foley spent the Labor Day week end in New York City and reported a "marvelous time."

Ed Bothwell and Miss Jeannette Whitney were married on Labor Day. The Shoe Carton Department presented Ed with a table lamp.

John Tikofski left us last month and is now teaching in the Plimpton Junior High School.

Mary O'Donnell stole a march on her friends and became the bride of Thomas McCarthy on September 12th. Congratulations and best wishes.

We welcome Josephine Rose and Hannah O'Day to the Flower Pot Department.

The window washing brigade will accept work at private homes at any time. Set your own price and apply at the Flower Pot Department.

We are all glad to see Martha McLauchlan back to work after her illness.

ROOFING MILL AND OFFICE

Norwood, Mass., Mill

William Bothwell
Stanley Phillips

Edward Hiller

John White
Charles Norton

Congratulations to William Bearce on his marriage to Miss Marjorie Moore of Foxboro.

George Smith spent his vacation in August in the old Home State (Maine).

Joseph Reardon and Carl Hagblom have been transferred from the Shipping Department to the new Slate Plant.

Stanley Yezulewicz is the proud father of a baby boy.

George Wood took the air line to Nova Scotia and reports roads in fine shape.

Some of our men have been using Pyroil this season and we have heard all kinds of reports. Ferguson claims it has given new nap on his seat cushions, restores paint with new luster, adds rubber to the tire treads, gives knee action to knock-kneed wheels and keeps the rain off the rumble seat!

Clyde Bennett, Elton Moore, and Roland Forbes all went down East to spend their vacations.

George Bigelow visited his old home in the Annapolis Valley and reports a poor apple crop but lots of lobsters.

Guptill Fillmore took a combination vacation and honeymoon, but has not divulged just what his itinerary was.

Thomas Paquette took a cruise; he tells us rough weather was good for him.

Simeon Fownes and Lewis Gammell recently enjoyed service vacations.

Stuart Nickerson is trying to trade his car for a Reo. The Ford just wouldn't make home this year. Well, Nick, see Stan Moore!

Laurence Gammell and family spent a week end recently in Vermont and New Hampshire.

Ira Goding spent his leisure time in New York State, but Nunzi Famigletti still thinks Brockton Fair is the grandest place for a vacation.

Lester Evans returned safely from his extended stay in the Southern states with a drawl a mile long. And the Southern beauties! Lester says he was so popular with them that he had to assume a disguise to escape them. (We wonder!)

The Flooring Baseball team regret very much that the Bird & Son team had all their dates filled; but next season we hope to challenge them again and give everybody a contest worth witnessing!

Kenneth Schofield was at Poland Springs for a week.

Carl Johnson stayed at home for his vacation. He likes visitors better than visiting.

Everett Tripp went up to the farm in Vermont to help get in the hay.

Frank Mumblow visited his parents at Tippy Canoe ('Ticonderoga).

Elbert Allen of No. 3 Print Machine was married September 8th to Miss Sadie Ross of Norwood.

Tom Mullane is the proud father of a baby boy born September 3rd.

Vacationists include: Elton Hamilton at Cape Cod; Clarence Phillips at Salem, N. J.; Sam Kelley, fishing down Maine; William Wosner at the Narragansett Race Track; Marion Kissell at Eastport, Maine.

Ed Bellew has a new to him Ford Roadster, Leslie Fillmore a new to him Chevrolet Coach, George Johnson a new Ford V-8 Coach, and Marion Kissell a new Plymouth Sport Coupe.

Arthur Bent still thinks that the new Ford V-8 is the best car made. He recently made a trip to Niagara Falls in his.

CHICAGO MILL AND OFFICE

Ray Wolf

R. Koerbel Smith

Del Lyndon

Gladys Davis

Virginia Szukalla

Joe Voltmer has sent several cards to various members of the plant stating that he is recovering from his illness in tip top shape. We are all glad to hear this, and we are all hoping that Joe will soon be with us again. Yes, Joe, we all miss you and your . . . ?

Mr. Young, our Superintendent, will celebrate his first wedding anniversary on September the twenty-second. Time certainly does fly.

One of our new members Oscar Zerbst was married about three weeks ago. This news is supposed to be a secret, but isn't it funny how this column finds these things out. Oscar is from Germany, and has only been in this country a few years. Seven to be exact.

Shorty George is back with us again, but he did not bring the Victoria Chevrolet back alone. However, as everyone can see his lungs developed to such an extent that he can now be heard above the roar of No. 2 shingle machine. Yes, quite an achievement, for such a small fellow.

Jim Stanek was in a good humor on last Monday. Very unusual for him.



Now that Clarence Phillips has returned from fishing channel bass in Delaware he holds all honors for the biggest fish stories. This is a picture of one fish he caught! Drawn by Harry Davis, Undercoat Department

Farrow's ambition is to sing over the radio. He claims he will someday take Russ Columbo's place. Well, more power to you!

It surely is funny how our friend the "Hayshaker" finds a new way to heckle someone every day. If he ever bothers you, a good way to get rid of him is just tickle the back of his legs. Try it sometime.

Why is it that Clem's son is always making so much noise?

John Matcha's hair is almost long enough to cut. Wonder if he will get it all cut off again or let it grow to a natural length?

Levi Hosch paid a visit to his folks in the South. He drove the entire way, and had a fine trip. It was the first he had seen his parents in sixteen years. He refused to comment on the Georgia mountain wildcats.

"Wally" Bauer has given up farming over the winter and has brought "mamma" home to cook for him again.



Gordon Ginn and Emil Lestan of the Flooring Plant during one of the baseball games last summer. Ginn took a healthy swing at this one, all right.

John Matcha took his belated vacation and spent it resting up on the back porch.

Raymond Wolf spent his vacation in Indiana.

Art Julius' son has been in the hospital and has been recovering very nicely.

The Alexander-Gusick feud still continues with Alex making bigger and better mistakes as time progresses.

"Deacon" Gus has turned up in a great big old Chevy of 24-5 or 6 vintage.

George Hornof is well on the road to recovery and expects to return to work very soon.

Recent Visitors at Our Plants

East Walpole and Norwood Plants

Mr. K. D. Hopkins of Muzzy & Hopkins, Lakeport, N. H.

Mr. S. Goluboff of Waterbury, Conn.

Mr. H. W. Swanson, Watkins Brothers, South Manchester, Conn.

Mr. Ingraham, Bird Machine Co., South Walpole.

Mr. H. Eric Scott, Vickery, Ltd., London, England.

Card of Thanks

I wish to thank my fellow workers in the Shoe Carton Department for the flowers, cards and good wishes sent to me during my recent illness.

Martha C. McLaughlan.

NEPONSET COTTAGE

IT wouldn't take much persuasion to accept an invitation to this fine looking summer cottage at Swift's Neck, Wareham, designed and built by Frank Massey of the Paper Mill! All the work, with the exception of the plumbing, has been done by him and his family during week ends, beginning about May first.

The cottage has four large rooms and when complete will have a big fireplace in the living room, a flag pole, benches and other furniture on



Summer cottage designed and built last summer by Frank Massey of our Paper Mill

the lawn and a low picket fence across the front of the lot. Ice cold water is always "on tap" from a driven well 12 feet deep, right on the property.

But the unique feature of the cottage is its large number of Bird Products—in fact, there are so many that Mr. Massey is planning to name the cottage "Neponset." Among the products are Black Building Paper, American Wall Board, Insulating Board, Deadening Felt, Duracork, Neponset Floor Covering, Green Slate Surfaced Roofing, and nine different types and colors of shingles. Mr. Massey says that he decided to experiment with a vari-colored roof, and so purchased small quantities of a number of different colors, both individual and twin shingles. He cut the twin shingles, to make them individuals, and then laid them just as they happened to come on the pile. The result, he says, is a very handsome roof which is admired by all who see it.

There has been a lot of pleasure in the building of the cottage, he concludes, and there is a lot of satisfaction in feeling that you can paint it as you want, "cut your initials in the wall, or even kick out the sides if you feel like it!"

SUGGESTIONS

AT the Suggestion Committee meetings of August and September thirty-four suggestions were accepted and two men were given

awards of \$10.00 each for having five suggestions accepted.

Results of the August meeting were as follows:

Ernest Field, Shoe Carton Machines and Stephen Wilson, Flooring Paint Mixing Department, each were awarded \$10.00 for five accepted suggestions.

The following were classified as showing a saving in manufacturing cost and given an award of \$10.00 each:

Waxing the Insides of the Scratcher Hood

Reseating Cutter for 6" Valves	Victor Babel, FFG
Change Box Formers	Edward Moore, Chicago
Shut Steam off Tank Cars in FBA	David H. Regan, EMM
	Kenneth Stuber, FBB

The following suggestions were classified as of intangible value and were given an award of \$5.00 each:

Special Safety Guard on FXGM3 and FXGM4 Motor Shaft
Benjamin Baranowski, FXG

Cold Air Suction Pipe on Blower at FBB

Double Rod for Spacing Rolls on FXRM 13
Vito Carchedi, FBY

Roller Bearings in Gear Box of FXRM 13
Ernest Field, FXR

Guide on No. 1 Machine
Ernest Field, FXR

Brass Rods to Push Duracork Mix
H. F. Goudie, Chicago

Shorten Saveall Third Press, No. 2 Machine
V. E. Gronroos, FFG

Guard for Cores at FX1
William Hall, DMP2

Move Exhaust Pipe on FFV Tractors
William Hall, EMZ

Remove the Inlaid Weight Scale of No. 3 Print Machine
Richard Jenkins, FFV

Sign at Water and Washington Streets
Frank Karshis, FFC

Drain in No. 2 Beater Room Basement
Maurice Kimball, VM

Pressure Block on BM Machine
August Linde, ERE

Change Guard at Pull Rolls No. 4 and No. 5 Hangers, FF9
David Regan, EMM

Warehouse Shipping Tickets
Patsy Sansone, FFD

Method of Cleaning Base Grinders
Virginia Szukalla, Chicago



Some one please advise "Huey" Rogers that it is too late for plowing a garden! Drawn by Harry Davis, Undercoat Department

Results of the September meeting were as follows:

The following suggestion was classified as showing a Savings in Manufacturing Cost and given an award of \$10.00:

Air Drying for Gummed Kraft Joseph Caspignano, DFF

The following suggestions were classified as of intangible value and were given an award of \$5.00 each:

Extended Arms on Squeeze Rolls at DMPM3

Clarence Bergstrom, DMPM

Weld Spiral Riveted Pipe Andrew Center, EMP

Safety Stop on Pulley Rail P. R. Clem, FFG

Warning Bell on Broke Beater Thomas J. Devine, DMB

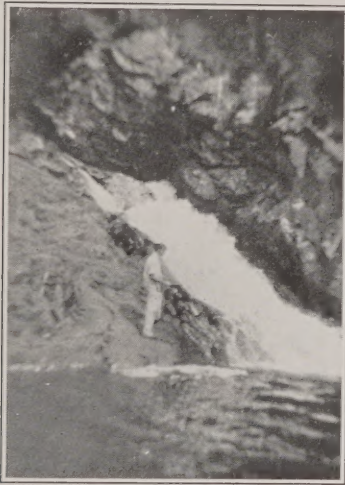
Brace for Shingles Box on No. 2 Cutter Samuel DiFlaminies, FBF

Platform for Pull Rolls No. 1 Finish Rack

Coleman Foley, FBM

Heavier Elevating Screws for Paint Carriages

Carl Johnson, FFM



Roland Forbes of the Rug Finishing Department reports that fishing is good in Folly River, Colchester County, Nova Scotia

Core Skids at FBM5 Stanley Moore, FFY
Clutch Improvement on FXRM 34 William O'Brien, FXR
Change Cold Air Pipe at No. 4 Stacks John O'Day, DMP
Method of Protecting Sheets in Hangers Patsy Sansone, FFD
Oil Barrel Platform at FX3 Door John P. Walsh, FXC
Close Fitting Rolls on Tying Section Conveyor Stephen Zinkowsky, FBF

50

They Were Here, Too, In Webster's Day

(From a Speech by Daniel Webster in the United States Senate in 1838)

There are persons who constantly clamor.

They complain of oppression speculation and pernicious influence of accumulated wealth.

They cry out loudly against all banks and corporations and all means by which small capitalists become united in order to produce important and beneficial results.

They carry on mad hostility against all established institutions.

They would choke the fountain of industry and dry all streams.

In a country of unbounded liberty, they clamor against oppression.

SAFETY JIM SEZ:



Old Man Accident Is Down.
Let's Keep Him There!

In a country of perfect equality, they would move heaven and earth against privilege and monopoly.

In a country where property is more evenly divided than anywhere else, they rend the air shouting agrarian doctrines.

In a country where wages of labor are high beyond parallel, they would teach the laborer he is but an oppressed slave.

Sir, what can such men want? What do they mean? They want nothing, sir, but to enjoy the fruits of other men's labor.

They can mean nothing but disturbance and disorder, the diffusion of corrupt principles and the destruction of the moral sentiments and moral habits of society.

Rotten Delivery

"Yessah, Ah's a great singah."

"Wheah did you learn to sing?"

"Ah graduated from a correspondence school."

"Boy, you sho' lost lots of yo' mail."

—Florida Times-Union.

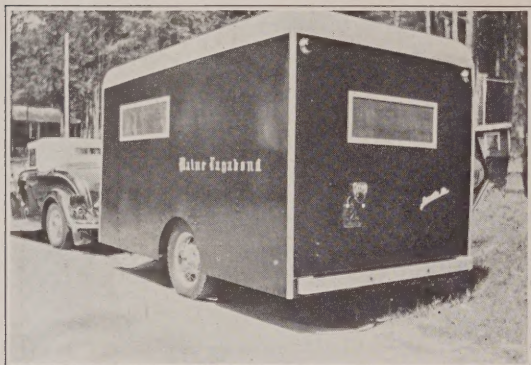


ROLL CALL—NOV. 11-29

House Trailer of Bird Building Board

MR. DON D. W. LAMBERT of Danville, Maine built a commodious and fine looking house trailer last Spring, using Bird Building Board in its construction.

The picture here shows the trailer, which he has christened the "Maine Vagabond". He completed the work in June and in August he wrote us that he had been living in the house all summer with his wife and son. The Building Board, he said, works one hundred per cent. He used it on the sides and also on the roof.



Neat looking house trailer built of Bird Building Board by Mr. Don Lambert of Danville, Maine

This is only one of hundreds of uses to which Bird Building Board is being put and is giving perfect satisfaction. It has become a very popular product since we first began to make it three years ago.

Bird & Son Nine Has Successful Season

OUT of the last twenty-one games, the Bird & Son Baseball team has lost only five. The season closed with the team defeating an aggregation from Mannington Mills of New Jersey, 7 to 5.

Mannington was leading 3 to 0 at the last of the eighth when the team suddenly came to life and made eight consecutive hits and a walk to score seven runs and win the game.

Charles Bowles, our leading pitcher, established a record, losing only one game that he pitched during the entire season. Final results of the year show that we played a total of 33 games, winning 20, losing 11 and tying 2. E. W. "Irish" Oakes again did a fine job as Manager, and judging by the results he has reason to feel a good deal of pride in his ball club.

Final batting averages show Manager Oakes leading the list, and four others with an average better than .300. By comparison, last year's team in September had a team average of .355!

Individual Averages are as follows:

	At Bat	Hits	Average
Oakes.....	97	34	.351
Murphy.....	92	32	.348
Marcus.....	62	21	.339
Graney.....	86	27	.314
Petroni.....	58	18	.310
Smelstor.....	96	27	.281
Allen.....	86	24	.279
Bowles.....	74	20	.270
E. Zinkowski.....	37	9	.243
Joseph Dixon.....	55	12	.218
Bader.....	28	6	.214
Jarlis.....	26	5	.191
Thayer.....	50	9	.180
L. Zinkowski.....	58	10	.173
John Dixon.....	20	3	.150

SELLING THE PRODUCT

ON an unfinished portion of the famous Washington Cathedral, Mt. St. Alban, Washington, D. C. are 500 squares of Bird Proslate, salvage edge. Our product covers a series of small chapels in what will eventually be the basement of one portion of this building. The material has been laid well and makes a fine looking job.

This magnificent cathedral will be one of Washington's most beautiful structures when completed. It is only about one-third finished at present and services are now held in the three crypt chapels. When the transepts are completed more than three thousand persons will be able to attend services in the Cathedral above these chapels.

A new use for Rubberlike—In Ohio it is being used in the stalls at a greyhound race track. Previous installation of regular rubber matting wore out in about three weeks' time. At last reports, the Bird Rubberlike matting had been down a month and was still going strong, giving perfect satisfaction and costing much less than the former rubber matting.

Mrs. Mary Mooney of Island Road, Mt. Tom, Northampton, won the \$500 consolation prize in the Irish Hospital Sweepstakes and spent the money reshingling her house with 25 squares of Bird 3 in 1 Strip Thick Butt Shingles, Dura Green.

ACKNOWLEDGMENTS

I wish to thank my friends at Bird & Son for their flowers and kind expressions of sympathy.

Mr. John Mattson.

We wish to thank our friends at Bird & Son for their flowers and kind expressions of sympathy during our recent bereavement.

Mr. George Hubbard,
Mr. and Mrs. Laurence Hubbard,
Mrs. Doris Battles.

Thanking you for your kind sympathy expressed in the beautiful flowers received.

Mr. and Mrs. Charles Locke and family.



BIRD PRODUCTS



Roofing Division

BIRD Shingles

NEPONSET Twins Thick Butt	Special 3 in 1 Thick Butt	3 in 1 Thick Butt
NEPONSET Double Twins	American Double Twins	Super 3 in 1 Thick Butt
Loc-Set	Hex-Twins	Individuals
Custom Built	Lock-Butt	Giant Individuals
Art Wall Siding	BIRD Insulated Bric-Siding	Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Craft	Art-Hex	Shingle Design	Slate Surfaced	American Ready
Old Reliable	Universal		Waterdyke	Proslate Roofing, Blind Nailed	

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Coated Kraft	Reenforced Kraft Paper	Duplex Kraft

BIRD Wall Board

NEPONSET Board	American Board
SUPER-NEPONSET Board, Tile Design	

BIRD Specialties

BIRD Insulating Board and Lath (Laminated)	BIRD Building Board		
Rubberlike Matting	BIRD Insulating Blanket		
BIRD Built-up Roof Materials	BIRD Deadening Felt	Asphalt Felt	
Plastic Cement	Roof Coating	Asphalt Emulsions	Fibercoat
Emulsicoat			

Flooring Division

BIRD Rugs	BIRD Floor Coverings	BIRD Tile Flooring	BIRD Rug Border
Economy Rugs	Economy Floor Coverings	Economy Hall Runner	BIRD Hall Runner
BIRD Lining Felt	BIRD Saturated Felt	BIRD Duracork Floor Covering	Rubberlike Matting
BIRD Duracork Hall Runner			

Box Division

Solid Fibre and Corrugated Fibre Shipping Cases	Wood Frame Fibre Shipping Cases
Textile Board	

Carton Division

BIRD Shoe Cartons	NEPONSET Waterproof Paper	Flower Pots	
Tack and Screw Boxes	Flower Pot Covers	Earth Bands	Plant Boxes

Special Paper Division

Index Pressboard	Rocket and Torch Paper
Dry and Waterproof Felt Papers for Special Purposes	
Laminated Book Cover	Industrial Filter Paper



{List of Bird Products on Inside Back Cover}

BIRD'S *Neponset* REVIEW

*Planned and Edited
by the Employees of*
BIRD & SON
Incorporated
East Walpole, Mass.



EXECUTIVE OFFICES
MAIN PLANT ENTRANCE
EAST WALPOLE, MASS.

*Holiday
Number*

Stop Leaks!—They are Expensive



Around Chimneys

For flashing around chimneys press Bird Plastic Cement in liberal quantities into all joints and cracks. Put metal flashings in place and apply the Plastic Cement to all edges and joints.



Repairing Roofs

Bird Plastic Cement can be used to repair roofs of wooden shingles, prepared roll roofings, or asphalt shingles. Fill all crevices and nail holes with Plastic Cement, pressing it down firmly with a putty knife or trowel, flush with the surface of the roofing.



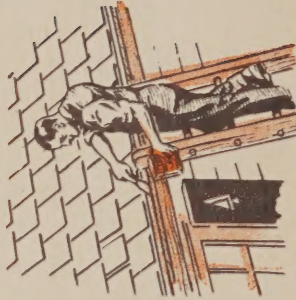
Setting Glass

Bird Plastic Cement is useful for all glazing purposes. Its consistency is about that of soft putty. It will not crack, crumble, or become brittle.



Sealing Foundations

Concrete or stone foundation walls, concrete and metal tanks, can easily be made water-tight by applying Bird Plastic Cement to the leaky spots, or by putting on Bird Primer all over the surface and then covering it all over with a thick coat of Plastic Cement.



Repairing Gutters

Rusty, leaky gutters are easily repaired with Bird Plastic Cement. Spread it over the entire surface, taking special pains to fill holes and cracks completely. Plastic Cement becomes part of the gutters and readily yields to the expansion and contraction of the metal.



Caulking Boats

Bird Plastic Cement is ideal for caulking boats. Putty will harden, shrink, and fall out, making frequent repairs necessary. Plastic Cement keeps its plasticity for years and effectively seals out the water.

BIRD

LIQUID ROOF COATING

Bird Roof Coating forms a heavy, tough, resilient, elastic membrane that does not break or crack in cold weather or run when subjected to the hot rays of the sun. It retains this elasticity for years and years.

When the surface saturation of composition or "ready" roofing has dried out after many years of exposure the roof may crack or leak. Bird Roof Coating will replace what the elements have taken out, and will prolong the life of the roof for many years.

Bird Liquid Roof Coating is for exterior use only. It will stop rust and leaks in sheet-metal roofing, will renew and protect gravel and composition roofs.

Bird Liquid Roof Coating will fill up all cracks, seams, nail holes, and rust spots. For preserving, protecting, and weatherproofing wood and damp-proofing brick, concrete, and masonry construction it has no equal.

Bird Roof Coating comes in semi-liquid form, ready to spread, and is easily applied to any surface.

There are uses for Bird Plastic Cement on *your* property. Keep a can of it on hand as a convenience in making minor repairs.



COMES IN CONVENIENT SIZE CANS



10. Caulking boat bottoms
11. Repairing and replacing slate roofing

BIRD LIQUID ROOF COATING

Protects

1. Prepared and metal roofing
2. Wooden shingles, cement walls
3. Pipe—insulated or uninsulated
4. Brick walls and outside of boiler settings
5. Smokestacks, tanks
6. Post or piping under ground

EAST WALPOLE, MASS.
Chicago Office and Plant:
1472 W. 76th Street · CHICAGO
HAMILTON, ONT. MONTREAL, QUE.

9589-7-34-80



BIRD'S NEPONSET REVIEW

Vol. XXII

December 1934

No. 10

OUR PRESIDENT'S MESSAGE

IT is hard to realize that another year has gone by, yet the call from the *Review* for a message proves it. To avoid repetition, I have reread previous messages. In doing this, a message from Mr. Bird written two years before his death, seemed to recall his personality so vividly and to express so clearly the spirit of this institution that it should be repeated here:

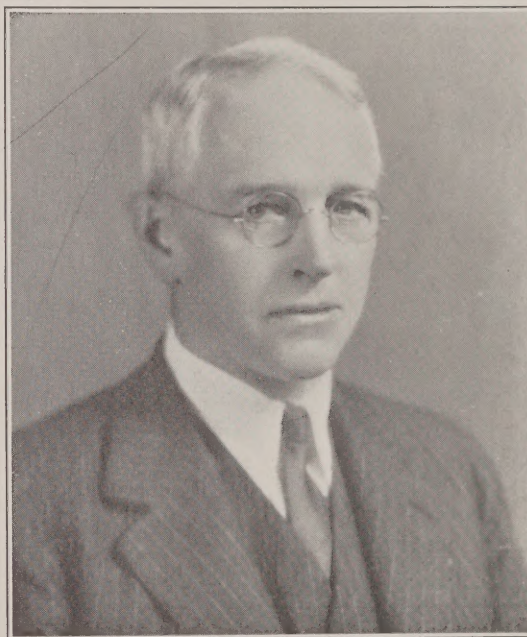
"One test of our business is the human fruit it develops—the character and the spirit of our workers from the top to the bottom of the ladder. If our business helps to make the home life in this community happier and more useful, if our material prosperity is reasonably and fairly distributed among our different units, then, and then only, can we claim to have laid the foundation of an enduring and worthy business organization. We must not be rich in cash and merchandise and other material possessions and yet be poor in meritorious deeds of love and charity.

"Friends, the spirit of comradeship and of co-operative endeavor has been the greatest asset in the upbuilding of our business. That spirit pervades our organization today to a greater degree than ever before and that is why I have great confidence in our future success."

Mr. Bird had "great confidence in the future success of this business". All of us who had worked with him knew that he had put his own philosophy of life, his high business ethics, his own character and integrity and a spirit of fair play into this business. We had learned that only if we met the test of doing our own job on those lines, could we hold it. And then we were left the great trust to "carry on". How have we lived up to our responsibility? Each one of us must ask himself and make his own answer.

One word about our business this year. The

record speaks for itself. With all its problems and uncertainties this organization has done a fine job. The same spirit of loyal, sympathetic understanding and willingness to see the facts and face them fairly is still here in all discussions and decisions. Yes, I think it has been more evident



this year than ever before—and may it always be here. With open minds we have backed, and we will continue to back, any sane recovery program. Let us face the New Year with high courage and a smile—the two outstanding attributes of our leader, President Roosevelt.

My best wishes to you all.

Philip A. Allen

RUBBERLIKE and DURACORK

These New Products Pave The Way to Increased Sales

IN November, 1933 Liebman's Store in Philadelphia purchased several yards of Rubberlike to use at the entrance to their store during a rainy spell. It wore so well that it was left there. Rains have beaten it upon it, the sun has shone upon it to the tune of over one hundred degrees, winter has tried to weather it with sub-zero temperatures, and about two hundred thousand

N. Snellenburg & Company, another of our large and progressive Philadelphia dealers, has found Rubberlike Matting a wonderful product to increase sales volume and attract customers to their store. They write us as follows:

"Since March of this year we have sold thousands of rolls of Rubberlike Matting, and in so doing have created a large number



Duracork's beauty and utility were both emphasized in this fine-looking Flowerland Restaurant located in the Horticultural Building at the Century of Progress. Tables and chairs were painted red, and the counters and table tops were covered with black Duracork

people have walked across it. But still, after a full year of service it retains its corrugations and good appearance and is apparently ready for several years more of the same treatment.

Mr. J. B. Liebman himself has written us as follows:

"This has stood up very well and even today, the corrugation remains in about its original form. We have been very well satisfied with this and believe that it has stood up just as well as a piece of corrugated rubber."

We like this story because it shows convincingly the splendid appearance and quality of our newest type of matting. Rubberlike is a felt base product, asphalt-saturated like our floor coverings, but giving a striking resemblance to real rubber and offering wearing qualities which are astonishing dealers everywhere. It is ideal for hallways, locker rooms, aisles, and as a runner on kitchen, basement or factory floors. Wherever a low-priced, long wearing matting is wanted—use Rubberlike.

of satisfied customers. To date there has not been a single complaint.

Volume throughout the whole floor covering department has increased and Rubberlike has been a potent factor contributing toward this. We believe that you have a winner and take this opportunity of showing our appreciation."

Rubberlike has certainly scored a success with this company, with sales running more than a carload each month. But Rubberlike could not do it alone, and we wish to pay tribute here to the fine promotional advertising Snellenburg's have carried on throughout the year in the newspapers. They recognized a good product, and decided to capitalize on it. The results speak for themselves.

The May Company of Baltimore has had an interesting experience with Rubberlike installed as stair treads on a busy entrance to their basement store. Thousands of people have given it the hardest kind of usage for more than two months, but the corrugations still remain in good

condition. Formerly there were many accidents from slipping on this stairway; Rubberlike has entirely eliminated all of this danger. This store also uses Rubberlike on the main floor aisles on rainy days. In a special advertising campaign last July they sold more than 200 rolls in a week.

Our western salesmen have found it equally attractive to their dealers, and they report that it has been sold successfully for a wide variety of uses: runners for stores, showrooms, taverns, restaurants, locker rooms, soda fountains, bars, and even for running boards of second-hand automobiles. Representative western stores which have Rubberlike installations include: Lasser Furniture Company, Kankakee, Illinois; Rhodes Burford Company, Danville, Illinois; Leath & Company, Peoria, Illinois and Block & Kuhl, Peoria, Illinois.

We truly believe we have a prize-winning product which can produce wonderful results in the hands of any energetic dealer.



Duracork Wins Many Compliments

BIRD Duracork, like Rubberlike, was introduced in 1933 and has made big strides during the past year. At our own Paper Foundation Exhibit at the Century of Progress in 1933 we installed a floor of Duracork. This remained in use the entire summer, and at the end of the season was cut up into samples. Half of each sample was waxed and the other left as it came off the floor—the waxed half proving that in spite of terrific wear, the goods could still be brought back to a condition almost as good as new.

So convincing were these samples that over twenty different installations were sold for use at the 1934 Century of Progress Exposition, and all of them proved very satisfactory. One of its most attractive uses has been for counter and table tops at restaurants and soft drink stands. The variety of colors enable the product to be used in any color scheme, and its smooth surface can always be kept clean and bright.

M. Neuss & Sons, Floor Covering Engineers of Newark, New Jersey, have installed two important Duracork floors this year—one in three classrooms of the New Jersey Law School, and the other in a Newark restaurant. Both jobs were laid without cementing. This company has written us as follows:

“Both jobs lie perfectly flat and have proven very satisfactory. They make beautiful floors, which will receive a tremendous lot of wear. We feel that Duracork is a very good product for private homes and for commercial use.”



Two hundred thousand people have walked over this Rubberlike Matting at the main entrance of J. B. Liebman & Company, 720 Market Street, Philadelphia. It has been in use for a year and has withstood every possible abuse from weather and constant foot traffic

Neponset Rugs and Floorings

Although Duracork and Rubberlike have been our most interesting products, because of their newness and their fine reception, it has also been gratifying to note the continued improvement in our Neponset and Economy business.



Rubberlike Matting is ideal for stair treads. This installation at the May Company, Baltimore, is on their main stairway to the Fayette St. basement. Thousands of people have used these stairs since Rubberlike was installed two months ago; the product is standing up very well and has entirely eliminated the danger of accidents from slipping

Dealers and customers alike have been enthusiastic over our new patterns in Neponset Rugs and Neponset Floor Coverings. Years of experience have proven that quality always counts, and that the Neponset line always means good business and satisfied customers. For those dealers who are interested in a low priced product to meet competition, Bird Economy Floor Coverings and Rugs are available in a wide assortment of patterns.

New window cards, display room cards and consumer folders brought new life into the advertising, and the splendid cooperation of salesmen and dealers contributed much toward improving our sales picture in 1934.

We enter the year 1935 with a stronger line of products than ever before, and look forward with a great deal of expectation to the business which our Duracork, Rubberlike and Neponset and Economy products will bring.



Neat, serviceable counters of gray Bird Duracork were used at all thirty-nine Orange Crush stands at the Chicago Century of Progress last summer. Duracork is ideal for such a purpose

A CHALLENGE TO ROOFING DEALERS

MR. AND MRS. HOMEOWNER have a problem. The children and their young friends have reached the age when they are demanding a room for themselves—a big room which can be a workshop one minute and race-track the next; a room in which seven-year-olds can give vent to all their emotions with the minimum of discomfort to the rest of the family.

Throughout the country there are thousands of Mr. and Mrs. Homeowners with just such problems as this. The house at present is not adequate and they haven't the money to build an expensive addition. But in either the attic or the basement the solution can be worked out with a variety of Bird quality products especially designed for the purpose. Bird Insulating Board, Bird Building Board, or Bird Wall Board—any one of those can convert the barest of attic and basement spaces into serviceable and comfortable play-rooms, or, as many people discover, into rooms of real beauty and charm for the older members of the family.

Black and Black, Inc., textile manufacturers,

have a problem. A number of their factory buildings are badly weather-beaten and in need of immediate repairs. Their budget is limited, and they want to follow the course which will be the most economical in the long run. Luckily, they consult a dealer in Bird products and find the solution. Bird Art-Bric Siding on some of the buildings, and Bird Insulated Bric Siding on others which need special insulation, provide entirely new side walls which look "like a million dollars" and which will stand up for years to come without the slightest expense for upkeep. On the roofs are put one of the several Bird Built-up roofs for industrial plants; If insulation is necessary, Bird Roof Insulator is used; the cost is reasonable, the quality is ace-high and the roofs are ready for another quarter century of use.

The School Department has a problem. The ceilings of all the upper rooms in its new High School building are in a fair way toward being completely ruined by a cheaply constructed roof which has sprung leaks in a dozen different places.

Patching has been tried but without success. The answer is a completely new roof—and this time again it is a BIRD Built-Up Roof, laid according to our own particular specifications, and guaranteed by a bond for a definite number of years.

Mr. Selden has a problem. He is building a new home and wants the most serviceable and most beautiful roof that can be found. Money is no object, but still he doesn't intend to throw money away needlessly. The answer is a BIRD Roof—of THICK BUTT shingles. A neighbor of

materials are always wearing out—somebody is always building a new home.

Mr. A. C. Neal of the Ho-Ho Lumber Yards, a large concern located in Oklahoma City, has recently written us an interesting letter which bears out this thought. He says:

"We have distributed through our retail yards between 240,000 and 300,000 pounds of your roofing products in the past few months, and we just want you to know that every item in the line is being readily accepted and appreciated by yard owners and consumers. Frankly,

A display on the main floor of the Molay Furniture Company, Chicago, with Rubberlike Matting used as aisle runner. The Matting has been down about four months; it makes an attractive floor and in spite of much use is still in perfect condition



Mr. Selden's lives in a nice house which has a wooden shingle roof but the wooden shingles begin to look somewhat badly and besides, he is afraid that they may catch fire from falling sparks and embers. His problem is easily solved by putting one of the beautiful blends of Bird shingles right over the old wooden shingles, thus securing a double roof, good insulation, and safety, and avoiding all the expense and trouble of tearing off the old wooden shingles.

Mr. Farmer plans for an additional farm building and can he select anything less expensive than that economical roof, Bird Proslate?—a roll roofing which is laid by the blind-nailed method—an easy roof to put on—safe and good looking.

These "problems" scratch only the surface of the thousands of opportunities for business which lie in wait for the aggressive dealer in roofings and building products. Every dealer who reads this can undoubtedly recall dozens of such cases that have come to his attention recently. Business is built by solving such "problems" as these—

the men in Oklahoma City and this territory selling Bird products do so with the thought that they are as good as it is possible to manufacture at the present time. You have established that reputation in the past, and the writer has every confidence in your ability to retain your position. We have the largest potential outlet for any one product of this kind in Oklahoma County and we think you may be assured of a large and satisfactory volume as long as you continue to serve as in the past."

Bradbury Locke Company of Milford, Mass., wrote us an equally interesting letter concerning their experience with Thick Butt Shingles. They say:

"One of our most profitable lines has been the Bird line of Asphalt Shingles and allied products.

"We feel this success can be attributed in no small measure to the splendid distribution of Bird Thick Butt Shingles. Never have we had a complaint on them and our customers have had nothing but praise for them."

Compliments like these, are very gratifying and give us even greater confidence in the products we make.

The BIRD line is a *full* line, developed through years of experience to meet every need of those who are repairing or building anew. From quality roofs and sidings, all the way through insulating boards and wallboards, to specialties such as Plastic Cement and Asphalt Emulsions, we are equipped to furnish every Bird dealer with

materials which will sell, and to help him sell them.

We challenge you to discover the possibilities for business about you, to find the individuals and companies with building and repairing problems, and to give these people service and yourself a profit by selling them the BIRD Product best suited to their needs.

The business is there—and 1935 is going to be the year to get it!



A beautiful home with a beautiful roof. Bird Custom Built Slate Blend Shingles are ideal for this fine residence of Mr. Gordon Maxwell of Goldsboro, North Carolina

SOMETHING NEW IN PACKAGING

COMMUNICATIONS from Roofing salesmen rarely find their way to the Box Sales Department, but one such letter this year was the means of opening an entirely new field of packaging with fibre board. Through one of our Roofing salesmen we learned of a large manufacturer of doors and sash who was interested in helping us develop a fibre case to ship his goods.

The difficulties were numerous, but an expert package engineer was sent to study the problem and found the solution, with the invaluable assistance and advice of this customer who has for many years distributed our Roofing products. It was found immediately that some kind of an adjustable package would be required, first, because of the large number of different sizes of sash and doors; second, because of varying quantities being shipped in one package; and third, because the package had to be opened at a distributing point so that the product could be sorted and repacked. After a great deal of study and experimental work, a number of standard sizes were developed which were adjustable for different sizes of sash and doors; and which could readily be opened and repacked.

So satisfactory were these wrappers that im-

mediately two of the largest sash and door manufacturers in the country ordered a full line of wraps. During the year, other manufacturers have adopted either this design or a slightly modified one for their products.

The new Bird wrapper is economical, easily handled, neat and attractively printed. The contents are entirely covered, bound securely with strap iron. The new packing keeps the building finish clean and at the same time prevents dents, chips or marks in the surface.

Thanks to the patience and perseverance of this loyal Roofing customer, a special service has been done for the entire building finish industry, and we have demonstrated again the usefulness of expert package engineers in the development of new uses for our solid fibre board.

Our most novel package brought out this year is a toy freight car—the container for ten pounds of candy. At the request of one of our customers a representative from the Box Division called and found what equipment the customer had available for setting up the novelty, and suggested a type of box which we could make economically for him to set up in his plant.

We supply four specially cut and brightly printed pieces which the customer sets up, bolting to the bottom two small red-wheeled trucks. As can be seen in the accompanying picture the finished display makes a fine advertisement for the candy, and may later become a sturdy toy for children. We can supply these "freight cars" and other similar novelties very economically where the parts can be shipped flat to the customer to be set up in his own plant.

Although most manufactured articles and packaged food products are already being distributed in fibre or corrugated containers, there are still a few shipped in other wrapping materials because of their large size or unusual nature. Each year we continue to experiment and develop fibre packages which will carry some of these articles. Package engineers are always on the job to suggest neat, attractive, safe and economical fibre containers for every purpose.

If you have a packaging problem, if you are looking for a more economical container in which to ship your product, investigate the BIRD fibre and corrugated cartons. We shall be pleased to serve you.

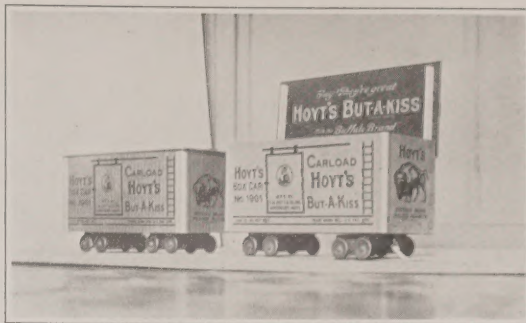


EXCLUSIVE DISTRIBUTION FOR BIRD SHOE CARTONS

A CHAIN store, operating twenty stores in fifteen cities all over the country wants to package all its shoes in one style of carton. The shoes themselves are manufactured in three different cities. How can the operator of the chain store obtain a uniform carton for all his stores the country over?

We have found the answer to his question through our exclusive method of distribution. The order is placed at our East Walpole mill and we are notified how many cartons to ship to each of the three factories. All the manufacturing is done at East Walpole with identical materials and the same printing plates and ink; then we ship the cartons flat to the various factories, as instructed, there to be set up in the packing rooms with machinery furnished by us. To ship these same cartons already set up would send costs sky-rocketing, but printing them in large quantities at one mill and shipping them flat reduces the cost to a minimum, and assures high quality packaging for every pair of shoes.

This inexpensive, practical method of distribution has grown substantially in the last year. It has brought us additional chain store customers with additional distribution centers, making our service nation-wide. Users see the advantage of having identical cartons in all their stores. By distinctive colors or designs, the cartons label the products they contain. Colored



Box cars? No—just Bird fibre cases, showing what we can do in special printing jobs, provided the customer has the equipment for setting up the boxes himself. The box is yellow and the lid a bright freight-car red, making a striking display box for the candy

paper stocks can be furnished to match the color scheme of any store, and up-to-the minute printing equipment enables us to make a box as attractive as the shoes it carries. Bird Cartons are individually styled to suit the needs of each shoe manufacturer, helping the sale of the shoes by attractive packaging.

It goes without saying that in re-styling our carton we have not lost sight of the quality for which the name Bird has always stood.

The chief function of any shoe carton is still to deliver the shoes to the customer in perfect condition. Bird Cartons will do this; a store manager can always be proud of the appearance of Bird Cartons on his shelves.

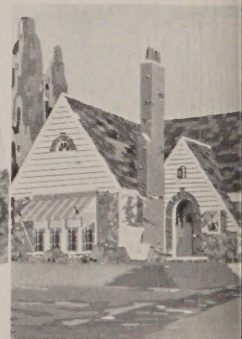
The Melville Shoe Corporation, distributors of Thom McAn shoes, have a fine store at 1143 Sixth Avenue, New York City, which is pictured on page 10. This store is typical of many throughout the country—chain stores and stores which carry a single line—where shoe manufacturers have learned the advantages of Bird Cartons and our unique method of distribution.



Bird Cartons now carry doors and windows—a new use developed through research in 1934

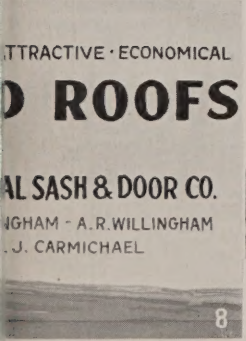


The MACL
LUMBER
OFFICE 506 S. CENTR



DEALER SIGNS THE COU

1. Our standard dealer sign, used by thousands of Bird Roofing dealers. 2. Mineral Point Lumber Company, Mineral Point, Wis. 3. Mineral Point Lumber Company, Mineral Point, Wis. 4. Mineral Point Lumber Company, Mineral Point, Wis. 5. Mineral Point Lumber Company, Mineral Point, Wis. 6. Mineral Point Lumber Company, Mineral Point, Wis. 7. Lundy Lumber Company, South Williamsport, Pennsylvania. 8. C. 9. Newcomerstown Lumber Company, Newcomerstown, Ohio. 10. Newcomerstown Lumber Company, Newcomerstown, Ohio. 11. W. A. Fu.



ADVERTISE BIRD ROOFS

are Company, Manchester, New Hampshire. 3. The MacLea Lumber Com-
 Brothers, Inc., Lincoln, Nebraska. 6. Sears Lumber Company, Middleboro,
 or Company, Macon, Georgia. 9. Henry Grauer Company, Baltimore, Md.
 y, Leominster, Mass.

A BAROMETER OF BUSINESS

BIRD Index Pressboard, a standard product with us for twenty years, has come to be an extremely good barometer of business conditions. When business is good there is a demand for office equipment, but when business is not good, one of the first economies put into effect is the curtailment of office supplies.

It is encouraging to report, therefore, that the year 1934 has shown an increase in the demand for Bird Index Pressboard, and we have every reason to believe that this demand will increase during the year to come. Twenty years is not a very long time in the history of a 139-year-old concern, but curiously enough we were one of the



The Thom McAn shoe store of the Melville Shoe Corporation at 1143 Sixth Ave., New York City. Bird Cartons have carried Thom McAn shoes throughout the East for a number of years

first to make this special board in a large way. Some board had been made by the wet machine process prior to our entering the field, but had not given complete satisfaction.

Mr. Charles Sumner Bird conceived the idea of making up a board that would be somewhat lighter in weight but at the same time would have the advantage of being stiff, that would lie flat and would have an excellent finish.

These results were accomplished and in consequence we became one of the large factors as a producer of this type of board. Companies like Library Bureau, since absorbed by the Remington Rand Company, the Yawman & Erbe Mfg. Company, the Shaw-Walker Company and the Globe Wernicke Company are all users of our board and we are glad to say that in most cases the original customers are still customers.

This is only one of our line of Special Papers, but is a striking example of the wisdom of furnishing a quality article at the right price.

NEW FLOORING OFFICE FOR CHICAGO DIVISION

ABOUT the first of the year the Chicago Division of the Floor Covering Sales Corporation will move into new quarters in the Lytton Building, Chicago.

This office is in the very heart of the loop, in the building which is the center of the Floor Covering Industry of the city. We extend a cordial invitation to Chicago buyers, and to our friends throughout the country to visit these new offices in the Lytton Building.

CREDIT UNION DECLARES DIVIDEND OF FIVE PER CENT

BY reason of a very good year, the Neponset Credit Union was again able to vote a five percent dividend at its annual meeting held at East Walpole on November 14th.

The Treasurer's report showed that the number of depositors and share-holders had increased and that almost no losses had occurred from the failure of members to repay their loans.

Directors for 1935 are as follows: B. H. Bailey, President; George E. Smith, Vice-President; A. W. Smith, Treasurer; H. S. Whitney, Clerk; Leo R. Bernier, Raymond Call, John J. Burke, William Jackson, John J. White, Allan H. Russell, Benjamin R. Taylor, Wesley A. Beaulieu and Benjamin D. Rogers.

Mr. Andrew C. Urquhart, a charter member of the Credit Union, and its president for many years, left the board this year. In recognition of his long and faithful service, the Board of Directors presented him with a pipe and a generous supply of his favorite tobacco. In behalf of the entire Credit Union membership we take pleasure in expressing here our appreciation of Mr. Urquhart's loyal work.

PLANT COUNCILS

OUR Plant Councils have now been in operation more than a year. While there have not been any major items taken up at the meetings, they have lived up to expectations and been of great service in adjusting questions regarding Codes.

The variety of products which we manufacture makes it necessary to operate under more than a dozen different Codes, all with different regulations. Without our councils, there would have undoubtedly been many misunderstandings. They have been well worth while for this reason alone.

SUGGESTION AWARDS

THIRTY-SEVEN suggestions were accepted at the October and November meetings of the Suggestion Committee, and two men were awarded \$10.00 for five accepted suggestions.

October meeting:

Classified as showing a Savings in Manufacturing Cost and given an award of \$10.00:

Single Crankshaft Bearing in place of Double

Mario Boragine, ERB

Classified as of intangible value and given an award of \$5.00 each:

Scale in the Floor for Making Film Solution in FFG

Victor Babel, FFG

Caps for Shingle Machines Driving Shafts

Charles Chorlton, Jr., FBM

Canvas Curtains at Slate Bins

Thomas Concannon, FBX

Guarantee on Rug Labels

Michael Connolly, FFV

Improvement on Shut-off for Grinders

Harry Davis, Jr., FFN

Stop for DP 34 Crane

Antone Dias, DPV

Cut Holes in East End Elevator Car, FX1

Henry Dowdie, FXT1E

Rack to Hold Direction Sheets in FFR

Change in Crane Switches

Gordon A. Hall, FFR

Brace for Crane Rail

Gerald Hart,

Roll Stand for Cartridge Paper

Clare Hayman, FFN

Varnish Distributor at Finishing End of Print Machines

Fred Jonah, DMPM

Make Smaller Squares on Interdepartment Envelopes No. 8329

Frank Kissell, FFP

Control Switch on Automatic Door

Charles Makarevich, VS

Fuel Oil Gauge for Service Tanks

Warning Bell on Tank for Facing Oil No. 37

Reversible Feed Brush for Nail Filling Machine

Everett Rockwood, FFM

Oscar Saterdal, FBR

John H. White, FBM

Mark Rubber-like Matting in Square Yards

Light Under Combining Rolls on FXRM34

Guard Railing Top of Staybind Mixer

Stop Paper Dust Coming Out Blow Pipe

Small Chute for Tractor

Relocate Thermometer on No. 4 Still

Elevator Horn at A Floor at FB No. 65

Larger Size Shafts for FXRM 35

Guard Finger Guard Pins on H Machine Beams

Strengthen the Stands on BM Machine

Ink Fountain Cover at DFM 26

Preservation of Paste

Fold Instruction Sheets Automatically

Control Switch for Top Floor of FB 4

Walkway in Rear of FBPM1 Saturator Hood

Split Drive Sprocket for Inspection Table Drive FBPM 2

Edmund Wenstrom, FBM

George Harland

William Letts, FBQ

William Letts, FBQ

William Letts, FBQ

William Letts, FBQ

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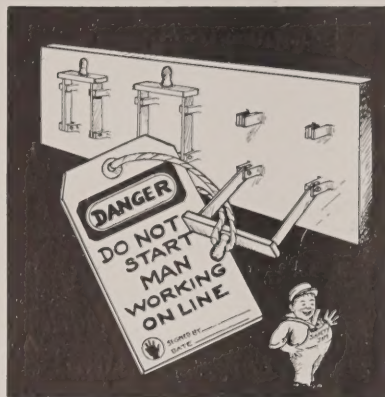
William Letts, FBQ

William Letts, FBQ

William Letts, FBQ

William Letts, FBQ

SAFETY JIM SEZ:



Never work on any machine or any line without first tagging the switch that controls it. It's the only SAFE way.

Reversible Feed Brush for Nail Filling Machine

John H. White, FBM

Classified as of intangible value and given an award of \$5.00 each:

Ampere Meter on No. 5 Paper Machine

Francis Bannon, EME

Make Narrow Cases with Large Kicker—FX1

Benjamin Baranowski, FXG

Improved Method of Fastening Back Stop—FBPM2

John Caulfield, FBM

Mark Rubber-like Matting in Square Yards

Michael Connolly, FFV

Light Under Combining Rolls on FXRM34

Amedeo DeFlaminis, FXR

Guard Railing Top of Staybind Mixer

William Hall, EMZ

Stop Paper Dust Coming Out Blow Pipe

George Harland

Small Chute for Tractor

Everett Jarvis, FBW

Relocate Thermometer on No. 4 Still

William Letts, FBQ

Elevator Horn at A Floor at FB No. 65

William Letts, FBQ

Larger Size Shafts for FXRM 35

William O'Brien, FXR

Guard Finger Guard Pins on H Machine Beams

John Pechulis, EMM

Strengthen the Stands on BM Machine

E. C. Rafuse, EMS

Ink Fountain Cover at DFM 26

Augustus Smith, FFX

Preservation of Paste

R. K. Smith, Chicago

Fold Instruction Sheets Automatically

R. K. Smith, Chicago

Control Switch for Top Floor of FB 4

Kenneth Stuber, FBB

Walkway in Rear of FBPM1 Saturator Hood

Attilio Tronti, FBM

Split Drive Sprocket for Inspection Table Drive FBPM 2

Edmund Wenstrom, FBM

EMPLOYEES' DRAWINGS

WE wish to acknowledge the Christmas Greeting cards which appear in this issue. Those on pages 12 and 15 were drawn by Angelo Macchi of our Flooring Plant, and the card under the Flooring Notes by Harry Davis, Jr., of the Flooring Plant.



A combination job of Bird Art-Bric Siding and Bird Art-Hex applied on a home in Newark, New Jersey by the Globe Home Improvement Company of that city

BIRD'S NEPONSET REVIEW

Vol. XXII.

DECEMBER 1934

No. 10

Published Monthly by the Employees of Bird & Son, inc.
In the Interests of the Company and Its Workers
For the Promotion of

Good Service

Good Will

Good Business

MILLS: East Walpole and Norwood, Massachusetts;
Phillipsdale, R. I.; Chicago, Ill.

Advisory Board

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Editor, B. D. Rogers

Assistant Editor
E. M. Grout

Circulation Manager
A. S. Blaney

Printing Foreman, F. R. Meyer

*Doing things by halves is worthless, because it
may be the other half that counts.*



Good Business Ahead

THE National Housing Act alone is a guarantee of good business for next year and succeeding years. Great numbers of loans for improvements and repairs have already been made—more will be made, and the movement towards better housing facilities and modernization will rapidly gather momentum. The average increase for the entire country, for repairs, alterations and additions to homes in September, as compared with the same month last year, is 26%.

A stimulation of the building industry benefits many, many allied activities, and dealers and manufacturers already are feeling the effects of the beginnings of this stimulus.

Engaged as we are, in several important manufacturing enterprises—Roofings, Floor Coverings, Fiber Shipping Cases, Shoe Cartons, and Special Papers—we, even if in a small way, are in touch with a representative cross section of the country's business, and we look forward with great expectations to 1935.

Our business must rely as always on Quality Products and the Good Will of our customers. Many times the quality of our products has been improved by suggestions from customers—yes, and constructive criticisms. There is only one

way for us to continue to hold this great asset of Good Will, and that is in the production of Quality Products, and best possible service, and these we are determined to maintain.

New England Radio Broadcasts

A RADIO program of interest to all New England has been sponsored by Bird & Son during the past month. Several evenings each week from 10:30 to 10:45, nine stations of the Yankee network broadcast programs which are designed to familiarize New England home owners with the advantages of the National Housing Act.

The New England Regional Director, Mr. Charles A. Birmingham, or some member of his staff, speaks each evening on some phase of the Housing Act, and Royal Barry Wills, the architect, gives suggestions for home modernization.

The series of broadcasts began November 7th and lasts for seven weeks, over the following stations: WNAC Boston, WEAN Providence, WPRO Providence, WORC Worcester, WMAS Springfield, WICC Bridgeport, WLBZ Bangor, WFEA Manchester and WLLH Lowell. Bird & Son is one of several large New England organizations to sponsor these programs.

EDUCATIONAL CLASSES

TWO classes have been organized through the Educational Committee, and a third through the local chapter of the American Red Cross, with a total membership of more than 170 employees in the three courses.

Mr. Harry N. Clarke of Cleveland is again conducting a series of eight meetings; this year the subject is Executive Standard practice, and about seventy are registered in the course.

At the suggestion of several employees a class in the use of the Slide Rule was organized early in November, with about sixty-five members. Mr. Frank Reynolds, Research Chemist, offered his services as instructor and a great deal of interest was shown in the meetings.

Through the cooperation of Walpole Chapter of Red Cross a fine class in First Aid is being held at East Walpole, under the instruction of Mr. George Johnson, First Aid Service Director from Boston. In addition to our own workers, a number of townspeople are enrolled. The information received in such a course is invaluable, and it is very gratifying to see the keen interest which is being taken in the class.

The Educational Committee invites further suggestions for classes this winter and will be glad to make the necessary arrangements if enough people are interested. Notify the Chairman, E. H. Coleman, Cost Accounting Dept.

Notes From Plants and Office

MAIN OFFICE AND SALES

We are glad to hear that Elizabeth Hurst, Statistic Department, is to be with us permanently. She came to us last summer as a temporary worker, and has recently been transferred to the permanent force.

Congratulations to Philip Vrooman, Southern Roofing Salesmen, who became the proud father of a baby girl, Sarah Rebecca, on October 9th. Phil says he intends that she shall cut her teeth on a Custom Built Shingle!

Charlie White, who came on from Chicago several months ago to learn how we manufacture floor covering, has been called back to the Western Office. We were sorry to have him leave, but wish him good luck in his new position.

Gertrude Brady spent the holiday week-end of November 11th "doing" New York City.

Margaret Sheehan attended the Harvard-Army Game.

Catherine Moloney has returned to the Stenographic.

Our sincere sympathy is extended to Ruth Anderson in the loss of her mother.

Bowling teams have been organized by the girls in the office and from all reports the "Stenos" are planning to "clean up".

PAPER MILLS

East Walpole, Mass.

Some of the girls from Wellesley College seem to think Tom Burns looks like Clark Gable; Tom was one of the guides who showed the girls through the mill last month.

Sophie Novick sat down so hard and often when roller skating recently that she found it much more comfortable to work standing up the next day. Better luck the next time, Sophie.

Win Schaier is the latest addition to the pattern shop.

The "Deer Hunters," including Charles Rafuse, Jr., Wilbur Fay, William Quinn and Arthur Eppich, are back from their annual vacation hunting trip in Maine, with four deer and one bear.

Phillipsdale, R. I., Mill

The alternative employee representatives to the Phillipsdale Plant Council have been appointed and are as follows:

For Charles Anthony—Joseph Borges

For Thomas Horridge—Joseph Farrell

For John Rogers—Louis Doyle

Joe Perry, one of our shippers, has been out sick about a month with an attack of indigestion but by this time is probably back at work just as good as new.

Charlie Sinnett has been putting in most of his spare week-ends clamming and says he always gets about a bushel.

Stanley Sorzadel has had a slight operation at the St. Joseph's Hospital and will soon be back to work again.

At last the racing season is over and we don't have to listen to tales of winning systems or of systems that would have won if —.

Bill Andrew is now carrying malted milk tablets with him for he says that it is too long between sandwiches.

Incidentally Bill and Scotty Gibb have formed a partnership for the winter. A sort of tow-me-and-I'll-tow-you combination.

We wondered why Herb Black has started to take long auto trips lately. We find that when riding through the country on moonlight nights he can run without lights thereby saving his battery.

Our sympathy is with the family of Thomas Wynne in the recent death of Mrs. Wynne, with Rose McKenna in the death of her father, and with Joseph McBride in the death of his father.

Chairman Hawley of the Benefit Association nominating committee has got his committee together and has submitted nominations for next year's slate. Henry Cameron and Charles Cyronak were with him on this committee.

No. 1 Box Shop

The latest to join the ranks of the Benedicts is Amos Hilton. He was married to Miss Viola Thompson of Westwood last month. We all wish you the best of luck, Amos.

George Silva is now the world's proudest daddy. It's an eight-pound boy, born at the Norwood Hospital.

A group of girls from the Corrugated Department lunched at the Shanghai on Thursday noon—but don't on the peril of your life mention "Egg Fu Yung" to either Eileen Connolly or Sadie Rafuse!

John Cooke, Combiners, was selected for a position on the All-Massachusetts Football team that met the Champions of Ireland at Celtic Park recently. We understand that John did a great job, even though the Bay Staters were given a first class lesson in the art of handling the ball and pushing it over the goal.



Does this beautiful rock garden at Rockport, Me., make you long for the good old summer time? It was taken by Howard B. Davis, of the Roofing Plant. The lady in the picture is Mrs. Davis.

If you see a beautiful raccoon coat walking around in Norwood, look closer and we bet you'll find Lena Paduck in it! Ruth Carr and John Cameron were married on October 30th in New Hampshire. Congratulations!

Speaking of marriages, there was a purpose in Philip McCready's trips to Lowell. Her name is Pauline Wills, and they are to be married on November 25th. Good luck, Mac.

School days were vividly brought to mind one noon hour when one of the girls traded an empty gingerale bottle for a bag of "jaw-breakers".

It seems Dan Cupid has been concentrating on the Box Shop, with all these weddings!

Signe Erickson and Al Hammond were married Saturday, November 10th in Worcester, Mass.

We welcome Fern Rafuse to the Corrugated Department.

No. 2 Box Shop

We are wondering just why Tom Hazlett is inquiring about skunks. He must expect a cold winter and so is making preparations toward getting a new coat.

Ethel Havey surely knows her cards. At every whist party she goes home with her arms full of prizes.

The Flower Pot Department welcomes Marion Butler and Ann Foley.

Those who were lucky enough to obtain tickets for the show at South Walpole November 22nd and 23rd were treated to a rare (or raw) bit of acting by our renowned followers of the stage, namely "Bunny" Phelan and Frank Hartig. It is rumored that they are considering offers from Hollywood.

ROOFING MILL AND OFFICE

Thomas McNair is the proud father of a baby girl born Columbus Day.

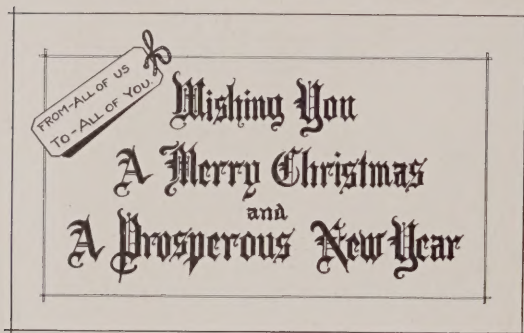
Al Whitmore spent a week hunting down Maine. We haven't heard yet what luck he had.

Milton Beasley, Don Fraser, Peter Clem, Frank Reynolds, Maurice Tarr, Ray Call and Stanley Phillips conquered the mighty peak of Chocorua the last week end in October. Maurice Tarr showed them a new route to the White Mountains—the only trouble was he himself didn't know where he was headed. Ray Call found the climbing rather strenuous, and kept a pebble in his mouth to moisten his parched throat, but unfortunately stumbled and swallowed the pebble! Peter Clem went up the mountain like a goat, but evidently "couldn't take it", because he fell sound asleep at eight o'clock.

Dick Stoddard motored to Eastport, Maine, over the Armistice Day holiday.

We extend our sympathy to Daniel Keady in the recent loss of his sister.

FLOORING MILL AND OFFICE



Carl Hamilton is now a doubly-proud grandfather of twins. Joseph LeBlanc has gone into house moving. Anyone wishing to have a house moved may get in touch with Joe at any time. Joe does not, however, guarantee the condition of the house after being moved.

The Maintenance Department is pretty quiet since Bill Walker became afflicted with laryngitis. Incidentally it is also the first time Arthur Balduf ever got the better of Bill in an argument!

John Connolly, the genial ex-member of the Scotch Navy, and Basil McAuslan, are successfully maintaining bachelor quarters. We suspect it is the canny ability of John as Chef that keeps the home together.

Warren Dyer can be seen on most every Saturday wielding the hammer or plying the paint brush, improving his new home.

Albert Hayward is now settled in his new home in Walpole. We are sorry to report that on the day that Al moved, his daughter was struck and seriously injured by an automobile near his Walpole home. We are all wishing for a speedy recovery.

William Danaher, formerly with us, has opened an office in South Norwood. We wish him success.

Michael Connolly is back at work again after his recent illness.

CHICAGO MILL AND OFFICE

Willie Jenkins has returned to work after a prolonged illness.

We were delighted to have a visit from Bernice Cranston recently. She is now the Reporter for the Northwest District and evidently doing a very good job judging by the articles that appear regularly under her name.

L. S. Wharton reported a broken finger but neglected to report how he got it.

We have heard some rumors that Rudolph Budz is going to "tie the knot" sometime this month.

A sure sign of winter—Edward Buffington is starting to put on 2 or 3 more layers of clothes.

Recent hunting trips of George Heugel and Ollie Jones brought very little results and fewer tales. The country has surely gone Democratic.

The Round Robin Ping Pong Tournament has begun and all the boys are getting quite a kick out of it.

The loss of the Safety Trophy was felt deeply, but as long as it wasn't due to carelessness we all felt relieved.

Will someone please give the words to Farrow for the song entitled Cocktails for Two? The manner in which he has been butchering it up lately could be improved by most any old set of words.

Frank George has been seen around the plant several times since his accident. He reports that everything is coming along in great shape, so it should not be long until he is back in the harness again. At least we hope it won't be such a very long time.

The former Gwen Blackmore paid us a flying visit recently and is she a booster for Texas—we don't believe even a Texan would recognize the picture.

It took three hunters—Brebach, Altman and Tyson—to bring back one Canadian goose. Nuf Sed.

"Poppa" Calhoun would like to know how to operate an adding machine. The trouble seems to lie in the fact that he gets his thumb mixed up on the keys.

Running the new Shingle machine conveyor requires a man that is skilled in football. The operator says, "5-5-5-6" and that means an end run. Jacobs is the only man capable, however, of making it execute a fake reverse. Yes, good old quarterback Jacobs.

We are glad to hear Miss Hoffman, Miss Leonhardt and Mr. Wikelund are now well on the road to recovery. A delegation of eight paid Frieda a visit, travelling via a "Scotch" taxi. If we could judge by the sour look on the face of the taxi driver he did not approve such heavy loading.

The Chicago office has another hunter added to its staff in the person of Dan Landt—that's if acquiring a gun justifies the title.

Dan Elliott is now on the road covering Michigan territory formerly covered by J. L. Morris, recently resigned. Mr. Morris plans to make his home in Texas for the winter.

John Matcha bowled 196 the other day. He is looking for some competition. Joe Voltmer could give him some, but it can never be held at night. Why, ask Joe.

Announcement that the Floor Covering Division would be transferred downtown brought forth much preparation on the part of the girls to blot out all trace of country habits and manners, Mary Curran even wearing her hat to our little lunchroom, but 2½ years on the farm have left a few marks we think.

Ray Wolf has revised his fundamental ideas on sportsmanship. The cause was from the outgrowth of a certain Ping-Pong game. At least we are glad to see that he is not using them.



Billy Brebach proudly displays the Canadian goose which his dad, Bob Brebach of Chicago, brought back from a recent hunting trip

VETERANS' SERVICE LIST

IT has been suggested that we publish these lists for the current month and the month ahead, so that readers will know in advance when their friends will be celebrating anniversaries.

In this issue we are publishing the lists for three months—November, December and January. In succeeding issues we will follow the suggestion as explained above.

NOVEMBER

			Years
Marshall Grant	11-10-1894	Power and Steam	40
Ernest Stather	11- 8-1901	Box Shop	33
Eric Johnson	11-20-1903	Finishing Mill	31
P. H. Bailey	11- 1-1904	Vice-President	30
Timothy Reardon	11-12-1907	Maintenance	27
Lewis Walter	11- 5-1908	Box Shop	26
Michael McDonagh	11- 6-1911	Paper Mill	23
E. W. Trofatter	11- 4-1912	Power and Steam	22
Chas. J. Watson	11- 9-1912	Roofing Plant	22
Mike Sawkiewicz	11-20-1914	Finishing Mill	20
Antonio DiFalco	11- 5-1919	Flooring Plant	15
James Van Hoy	11-10-1919	Roofing Sales	15
Charles Barowski	11-26-1919	Flooring Sales	15
George Petroitis	11-29-1919	Flooring Sales	15
Frank Reynolds	11- 3-1924	Roofing Plant	10
Carl Wurzel	11-19-1924	Box Shop	10
Peter Petroni	11-21-1924	Box Shop	10
William J. Miller	11- 4-1929	Flooring Sales	5
Axel Hertzberg	11-18-1929	Box Shop	5

Phillipsdale

William Livingston	11- 4-1910		24
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Chicago

Bennie Macklin	11- 4-1919		15
Peter Wagner	11- 4-1919		15
C. D. Knapp	11- 1-1924		10
William Cozzi	11-19-1929		5
Edward Stulik	11-19-1929		5

Canada

E. Petit	11- 4-1910	Pont Rouge, Que.	24
J. Lamothe	11-10-1910	Pont Rouge, Que.	24
J. Livingston	11-26-1919	Pont Rouge, Que.	15
Miss V. Wise	11-25-1929	Montreal, Que.	5
P. Godin	11-13-1929	Portneuf, Que.	5
D. Bussieres	11-18-1929	Portneuf, Que.	5

DECEMBER

			Years
August Hilderbrandt	12-25-1889	Retired	45
A. R. Jenkins	12-13-1894	Flooring Plant	40
Harry Mann	12- 1-1901	Experimental Engineer	33
Robert Roy	12-27-1905	Roofing Plant	29
Dennis Broderick	12-20-1906	Janitor	28
David Heylin	12-21-1906	Watch	28
J. S. Robertson	12- 7-1908	Traffic Department	26
Wilbur C. Fay	12- 9-1908	Maintenance	26
Frank Whitehead	12-19-1908	Maintenance	26
R. G. Fulton	12-30-1912	Roofing Plant	22
Herman Lauble	12- 2-1919	Box Shop	15
B. A. Hathaway	12- 2-1919	Roofing Plant	15
Lawrence Johnson	12- 9-1919	Box Shop	15
Romolo Conti	12-27-1919	Flooring Plant	15
Alek Szugai	12-22-1919	Roofing Plant	15
Gladys Duncan	12-29-1919	Office	15
Edwin Guise	12- 1-1924	Office	10
James Graham	12- 3-1924	Flooring Plant	10
F. T. Feeley	12- 8-1924	Roofing Sales	10
Arthur Bushell	12- 8-1924	Box Sales	10
James R. Hanley	12-15-1924	Roofing Plant	10
Catherine Geary	12-18-1924	Office	10
Esther Olson	12-19-1924	Paper Mill	10

Maurice Tarr	12-22-1924	Box Shop	10
Walter Cyr	12-27-1924	Maintenance	10
J. M. Kellam	12-29-1924	Flooring Sales	10

Phillipsdale

T. G. Henderson	12-14-1894		40
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Chicago

Bryson J. Overholt	12- 5-1913		21
Gladys Davis	12- 2-1929		5

Canada

N. A. McLellan	12- 1-1924	New Brunswick	10
A. Clark	12-19-1924	Hamilton, Ont.	10
E. Nimmons	12-16-1929	Montreal, Que.	5
A. Denis	12-16-1929	Pont Rouge, Que.	5

JANUARY, 1935

			Years
Henri Davenport	1- 1-1898	Assistant Treasurer	37
Carl V. Smith	1- 1-1901	Paper Mill	34
F. W. Welch	1-16-1901	Box Shop	34
Joe Knaus	1-24-1902	Paper Mill	33
May Gardner	1-26-1902	Office	33
Robert Morse	1- 7-1907	Box Shop	28
Daniel Reardon	1- 7-1907	Paper Mill	28
Dennis Lowney	1- 9-1907	Retired	28
B. D. Rogers	1-21-1907	Personnel Manager	28
Penfilo Lacivito	1-12-1912	Roofing Plant	23
H. E. Sawyer, Jr.	1-26-1914	Flooring Sales Manager	21
Jesse R. Ghen	1- 5-1920	Flooring Plant	15
William J. Boyd	1- 5-1920	Flooring Plant	15
Albert W. Smith	1-19-1920	Personnel Department	15
James A. Surette	1-26-1920	Roofing Plant	15
Edward Crockett	1- 6-1925	Flooring Plant	10
Raymond Boyden	1- 9-1925	Flooring Plant	10
Frances MacDavitt	1-16-1925	Box Shop	10
Francis Donlon	1-19-1925	Box Shop	10
Gordon Clark	1-28-1925	Flooring Plant	10
Alan Shaw	1-13-1930	Office	5
E. J. Roberts	1-21-1930	Flooring Sales	5

Phillipsdale

Rexford Salisbury	1- 6-1909		26
Louis W. Doyle	1-19-1925		5

Chicago

Robert D. Peterson	1- 1-1920	Roofing Sales	15
C. A. Boiteau	1-15-1930	Flooring Sales	5
H. L. Warner	1-23-1930		5

Canada

A. Fagen	1-21-1920	Hamilton, Ontario	15
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Girls Organize Bowling League

AS we go to press a Girls' Bowling League of twelve teams is being organized.

This is the first time in a number of years that the girls have had a league, and we are expecting a big season as a great amount of interest is being shown.



Bowling News

TWO Bowling Leagues of six teams each are in full swing now, with the Undercoat team leading the American League and the No. 1 Box Shop leading the National League.

John Fucci, Undercoat, holds High Individual Single String record of 149; Harry Clark, No. 2 Box Shop, has made the High Three String record of 377; and the No. 2 Box Shop team holds both team records at present: High Team Single—581 and High Team Three String Total—1636.

Standings of the teams on November 14th are as follows:

American League

	Won	Lost	Per Cent
Undercoat.....	7	5	.583
Combiners.....	9	7	.563
Rug Finishing.....	4	4	.500
Flooring.....	7	9	.437
Paper Machines.....	5	7	.417
Shoe Carton.....	5	7	.417

National League

	Won	Lost	Per Cent
No. 1 Box Shop.....	14	2	.875
Maintenance.....	7	5	.583
Boiler Room.....	9	7	.563
No. 2 Box Shop.....	11	5	.688
Flooring Machine Shop.....	1	11	.083
Print Machines.....	1	11	.083

The ten highest bowlers for the season are:

Name	Team	Average
Harry Clark.....	FX2	116-5
Howard White.....	FX1	113-4
John Yadesenia.....	ERB	112-8
Fred Jonah.....	DMP	109-7
Laurence Hubbard.....	FX2	109-2
Arthur Colburn.....	FX1	108-5
Fred Duncan.....	EM	107-4
Gordon Clark.....	FFM	105
Guy Hoyt.....	FX2	104-9
Frank Vietze.....	FX2	104-3

Lost Time Accidents

IN 1932 we finished the year with only 27 accidents; in 1933 there were 32, in 1934—?

We can keep the figure for this year lower than either of these. Up to November 20th there have been only 23 lost timers for 1934. Four of these have happened since the printing of the last issue of the *Review*.

On September 29th Joseph Akunewick, Roofing Machines, strained his back while loading waste asphalt onto a dump truck. He started losing time October 1st and had not returned November 20th.

October 10th was a sad day for the Chicago plant. A serious accident to Frank George on that day spoiled their fine, long record. Mr. George caught the third finger of his right hand in a loop of wire in the Shingle Tying Machine; the finger was so badly injured that it was necessary to amputate it below the first two joints.

Tony Malacinski, Flooring Machines, on Octo-

ber 24th disregarded standard instructions by walking on top of the Print Machine while it was in motion. He slipped, caught his foot in the machine, cutting and bruising it, so that he lost nearly a month.

A painful accident happened to Harold F. Smith, Coal Handling Department, while he was working temporarily in the Boiler Room on October 25th. As he was operating a drill it broke and a piece flew and struck him under the left eye, causing a contusion of the eye and resulting sixteen days lost time.

With The Soccer Team

by
John H. White

OUR Soccer record to date is none too imposing. The loss of Jack Smith and Gus Hogan took our right wing in its entirety, and crippled our attack almost before we had started.

Both these stars are still out of the game. Hogan may be back for the Spring, but Jackie is a doubtful starter. The youthful substitutes, William Dropskie, 17, and Harold Micholson, 16, both Lynn High School boys are doing a fine job and should help us to a successful cup campaign. Andrew Wright formerly of Boston "Pro" teams, has joined our ranks and added all 'round strength.

Our unreported League games are:

Bunker Hill Celtics at Lincoln Park—2 to 2.
Riversides of Lynn at Walpole—Won 3 to 2.
Riversides at Lynn—Lost 2 to 0.
Medford at Boston—Won 2 to 1.
Clan McGregor at East Walpole—Lost 2 to 1.
Quincy Point Boys at East Walpole—Lost 1 to 0.

Massachusetts State Cup Championship game:

Andover at Andover—Won 3 to 2.

CARD OF THANKS

Through the courtesy of the *Neponset Review*, I wish to express my sincere gratitude to all my friends at the Floor Covering Plant for their lovely gift and good wishes.

Sally Milesky.

ACKNOWLEDGMENTS

Gratefully acknowledging and thanking you for your kind expressions of sympathy.

Mrs. Edward Duquette and family.

The family of the late James F. McKenna gratefully acknowledges your kind expressions of sympathy.

Thank you most sincerely for the beautiful flowers and for your kind expressions of sympathy.

Thomas V. Wynne and family.

The family of the late Lawrence McBride acknowledges with grateful appreciation your kind expressions of sympathy.

Your kind expression of sympathy in our recent bereavement is gratefully acknowledged and deeply appreciated.

Mrs. Anna M. Ahlgren and family.



BIRD PRODUCTS



Roofing Division

BIRD Shingles

NEPONSET Twins Thick Butt	Special 3 in 1 Thick Butt	3 in 1 Thick Butt
NEPONSET Double Twins	American Double Twins	Super 3 in 1 Thick Butt
Loc-Set	Hex-Twins	Individuals
Custom Built	Lock-Butt	Giant Individuals
Art Wall Siding	Bric-craft Siding	BIRD Insulated Bric-Siding
		Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Craft	Art-Hex	Shingle Design	Slate Surfaced	American Ready
Old Reliable		Universal	Waterdyke	Proslate Roofing, Blind Nailed	

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Coated Kraft	Reenforced Kraft Paper	Duplex Kraft

BIRD Wall Board

NEPONSET Board	American Board
SUPER-NEPONSET Board, Tile Design	

BIRD Specialties

BIRD Insulating Board and Lath (Laminated)	BIRD Building Board
Rubberlike Matting	BIRD Insulating Blanket
BIRD Built-up Roof Materials	BIRD Deadening Felt
Plastic Cement	Asphalt Emulsions
Roof Coating	Fibercoat
Emulsicoat	

Flooring Division

BIRD Rugs	BIRD Floor Coverings	BIRD Tile Flooring	BIRD Rug Border
Economy Rugs	Economy Floor Coverings	Economy Hall Runner	BIRD Hall Runner
BIRD Lining Felt	BIRD Saturated Felt	BIRD Duracork Floor Covering	
BIRD Duracork Hall Runner		Rubberlike Matting	

Box Division

Solid Fibre and Corrugated Fibre Shipping Cases	Wood Frame Fibre Shipping Cases
Textile Board	

Carton Division

BIRD Shoe Cartons	NEPONSET Waterproof Paper	Flower Pots
Tack and Screw Boxes	Flower Pot Covers	Earth Bands
		Plant Boxes

Special Paper Division

Index Pressboard	Rocket and Torch Paper
Dry and Waterproof Felt Papers for Special Purposes	
Laminated Book Cover	Industrial Filter Paper

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EAST WALPOLE, MASS.



{List of Bird Products on Inside Back Cover}

